

Qualifications matrix for shareholder representatives (as per the election proposal)

| | | Dr Joachim Brenk | Dr Christof Günther | Herbert K. Haas ^{1),2)} | Dr Hermann Jung ^{1),2)} | Dirk Lohmann | Dr Sandra Reich | Norbert Steiner ³⁾ | Angela Titzrath |
|---|------------------------------|--|---|---|---|--|--|--------------------------------|--|
| Length of service | Member since | | | 2018 | 2013 | 2013 | | 2013 | 2018 |
| Personal suitability | | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Diversity | Gender | male | male | male | male | male | female | male | female |
| | Year of birth | 1961 | 1969 | 1954 | 1955 | 1958 | 1977 | 1954 | 1966 |
| | Nationality | German | German | German | German | German/ Swiss | German | German | German |
| | Qualifications | Dr. Ing./ Mechanical engineer (Dipl.- Ingenieur) | Dr. rer. pol./ Industrial engineering graduate (Dipl.-Wirt- schaftsinge- nieur)/ Electrical engineering technician | Business administrati- on graduate (Dipl.-Kauf- mann) | Dr. rer. pol./ Industrial engineering graduate (Dipl.-Wirt- schaftsinge- nieur) | Business administration graduate (Dipl.-Kauf- mann)/ politics and economics graduate (Politik- und Volkswirt) | Dr. jur./ Graduate in law (Juristin)/ trained ban- ker (Bank- kauffrau) | Graduate in law (Jurist) | Graduate in economics (Dipl.- Ökonomin) |
| Expertise/ professional suitability* | Investment | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Underwriting | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Accounting/ auditing | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Internationality | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Compliance | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Risk management | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Human resources | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | IT/digital transformation | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Sustainability/ESG | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

* Evaluation based on self-assessment.

¹⁾ Auditing expertise within the meaning of section 100 (5) of the AktG ("Financial Expert").

²⁾ Accounting expertise within the meaning of section 100 (5) of the AktG ("Financial Expert").

³⁾ ESG (environmental, social and governance) expertise.