

## Qualification matrix shareholder representatives (according to election proposal)

		Werner Brandt (Dr. rer. pol.)	Regina E. Dugan (PhD)	Keryn Lee James	Benoît Potier	Kasper Rørsted	Ulf Mark Schneider (Dr. oec.)	Nathalie von Siemens (Dr. phil.)	Jim Hagemann Snabe	Grazia Vittadini	Matthias Zachert
Length of membership	Member since	January 31, 2018	February 9, 2023	February 9, 2023	January 31, 2018	February 3, 2021	February 13, 2025	January 27, 2015	October 1, 2013	February 3, 2021	January 31, 2018
Personal aptitude	Independence <sup>1</sup>	●	●	●	●	●	●	●	●	●	●
	No overboarding <sup>1</sup>	●	●	●	●	●	●	●	●	●	●
Diversity	Date of birth	January 3, 1954	March 19, 1963	December 12, 1968	September 3, 1957	February 24, 1962	September 9, 1965	July 14, 1971	October 27, 1965	September 23, 1969	November 8, 1967
	Gender	Male	Female	Female	Male	Male	Male	Female	Male	Female	Male
	Nationality	German	US-American	Australian	French	Danish	German/ US-American	German	Danish	Italian/ German	German
	International experience	Europe		●	●	●	●	●	●	●	●
	Americas		●	●	●	●	●	●	●		
	China			●				●	●		
	Asia / Pacific			●	●			●	●		
Professional aptitude	Leadership experience	●	●	●	●	●	●	●	●	●	●
	Technology		●	●	●	●	●		●	●	●
	Sustainability	●	●	●	●	●	●	●	●	●	●
	Transformation	●	●	●	●	●	●	●	●	●	●
	Procurement / manu- facturing / sales / R&D	●	●			●			●	●	
	Finance	●	●	●	●	●	●		●	●	●
	Financial expert <sup>2</sup>	●					●				●
	Risk management	●							●	●	●
	Legal / compliance	●	●			●	●		●	●	●
	Human resources	●	●	●	●	●	●	●	●	●	●
	Familiarity with business area / sector	●	●	●	●		●	●	●	●	●

<sup>1</sup> According to the German Corporate Governance Code (GCGC).

<sup>2</sup> According to Section 100 para. 5 of the German Stock Corporation Act and recommendation D.3 of the GCGC.

● Criterion met, based on a self-assessment by the Supervisory Board. A dot means at least "good knowledge" and thus the ability to understand the relevant issues well and make informed decisions on the basis of existing qualifications, the knowledge and experience acquired in the course of work as a member of the Supervisory Board (for example, many years of service on the Audit Committee) or the training measures regularly attended by all members of the Supervisory Board.