



PROFILE REQUIREMENTS WITHIN THE MEANING OF SECTION 5.4.1 PARAGRAPH 2 OF THE GERMAN CORPORATE GOVERNANCE CODEX FOR THE SUPERVISORY BOARD

Name	Dr Joachim Girg 53 years of age	Roland Chmiel 60 years of age	Reinhold Grothus 57 years of age	Sven Hansen 49 years of age	Holger Hoff 60 years of age	Harald Januszewski 55 years of age	Dr. Hartmut Schütter 73 years of age	Dr. Rolf Schwedhelm 62 years of age	Dr. Peter Seifried 68 years of age
Function	Chairman of the Supervisory Board; Representative of the Majority Shareholder	Deputy Chairman of the Supervisory Board; Independent financial expert	Employee Representative	Majority Shareholder Entrepreneur	Employee Representative	Employee Representative	Independent member of the Supervisory Board	Independent member of the Supervisory Board	Independent member of the Supervisory Board
Occupation/Professional Background	MBA	MBA; CPA/Chartered Accountant	Chemical Technician	Industrial Manager, Degree in Business Administration	Trained Retail Salesman	Plastics and Rubber Process Mechanic	Certified Engineer (Freelance consultant)	Attorney; Specialist lawyer (tax law)	Chemical Engineer
Training/Educational Background	Study of Business Administration; additional studies in Geography; doctorate	Study of Business Administration	Apprenticeship as chemical worker; further training as industrial master chemist	Degree in Business Administration (from College of Advanced Vocational Studies/BA)	Apprenticeship as a Retail Salesman in the Hardware Sector	Apprenticeship as Plastics Molder	Degree in Process Engineering; Doctorate in Chemistry (Dr. rer. Nat.)	Studied Law and Business Administration Doctorate (Dr. Jur.)	Studied Chemistry and Chemical Engineering Doctorate (Dr.Ing.)
Summary of Key Points from Résumé	<p>Almost 20 years of experience in international banking, including work as an assistant to the Board of Managing Directors, in corporate customer support and in corporate finance business for small and medium-sized clients.</p> <p>Extensive experience in capital markets and equity investments</p> <p>Certified, Freelance consultant Director of HVB Principal Equity GmbH, Munich</p> <p>Since 2010: Managing Director of H&R Beteiligung GmbH, Hamburg</p>	<p>More than 30 years of experience in business audits and in tax, commercial law and management consulting for medium-sized companies</p> <p>Particular experience in restructuring and reorganization consulting as well as enterprise valuations for corporate law and tax purposes</p> <p>Since 2009: Partner at Weiss Walter Fischer-Zernin, Munich</p>	<p>More than 40 years of professional experience in the petrochemical sector, including positions as a chemical technician, shift manager, project coordinator and safety specialist.</p> <p>Elected chairman of the works council in 2002</p> <p>Since 1976 at the H&R ChemPharm Group, Salzbergen, relevant predecessor companies</p>	<p>Approximately 30 years of professional experience in the Hansen und Rosenthal KG, including activities in national and international sales (USA) as well as development, implementation and the IT strategy.</p> <p>Product focus on chemical-pharmaceutical specialties</p> <p>Since 2001: Managing Partner of TUDAPETROL Mineralölwerke Nils Hansen K.G.</p>	<p>More than 40 years of professional experience in the ironmongery and petrochemical industries, including as a production employee and operator of tank farms.</p> <p>Election as chairman of the works council in 2010</p> <p>Since 1998 at the H&R OWS Hamburg Neuhof site, including predecessor companies</p>	<p>More than 40 years of professional experience in the plastics industry, including stations as a setter for injection moulding machines, shift supervisor in plastics production and tool-maker.</p> <p>Election as chairman of the works council in 2016</p> <p>Since 1977: GAUDLITZ GmbH, Coburg</p>	<p>35 years of professional experience in the petrochemical sector; extensive experience in refinery plant construction and operation; scientific work on vacuum gasoil (feedstock material at H&R)</p> <p>76 patents, 46 of which are used commercially; numerous publications</p> <p>1971 - 2006 PCK Raffinerie GmbH, Schwedt and predecessor companies</p>	<p>Decades of experience as a lawyer; specialising in consulting and representation in tax law, criminal tax law and corporate law.</p> <p>Author, co-author and co-editor of specialist legal literature such as the handbooks "Die Unternehmensumwandlung", "Recht und Steuern" and "GmbH-Beratung".</p> <p>Since 1989 Partner in Streck Mack Schwedhelm, Cologne</p>	<p>34 years of professional experience in the petrochemical sector, extensive experience as plant manager, director of refineries and R&D as well as portfolio manager; most recently Chairman of the Management Board of Shell Deutschland Oil GmbH</p> <p>Many years of experience in supervisory bodies: Shell Beteiligungsraffinerien, TÜV Nord, Erdölbevorratsverband, Fuchs DEA Mineralöl GmbH, Oest-Gruppe and others</p>
Member of Supervisory Board Since/Elected Until	September 2011/2022 Annual Shareholders' Meeting	May 2011/2021 Annual Shareholders' Meeting	August 2016/2022 Annual Shareholders' Meeting	August 2016/2022 Annual Shareholders' Meeting	September 2011/2012 Annual Shareholders' Meeting May 2017/2022 Annual Shareholders' Meeting	May 2012/2022 Annual Shareholders' Meeting	May 2013/2018 Annual Shareholders' Meeting Nominated for re-election	2011 Annual Shareholders' Meeting/2021 Annual Shareholders' Meeting	May 2015/2020 Annual Shareholders' Meeting
Supervisory Board Responsibilities	Banking and Capital Markets; International Business; Strategic Issues; Corporate Governance	Accounting, Controlling and Compliance; Taxes	General Works Council Chairman, H&R GmbH & Co. KGaA Works Council Chairman, H&R SRS, Salzbergen	Strategy; Sales/Distribution; Waxes and Paraffins; IT and Digital Native	Works Council Chairman, H&R Oelwerke Schindler, Hamburg-Neuhof	Works Council Chairman, Gaudlitz GmbH, Coburg	Refinery Technology, plant construction, engineering, strategic issues	Corporate and tax law, corporate governance	Refinery Technology, plant construction, engineering, strategic issues
Committees	Refinery Technology and Strategy; Audit Committee; Nomination Committee	Audit Committee (Chairman)	None	Refinery Technology and Strategy Nomination Committee (Chairman)	None	None	Refinery Technology and Strategy (Chairman)	Audit Committee; Nomination Committee	Refinery Technology and Strategy (Audit Committee)
Committee Work (# of meetings/attendance)	Meetings 6/6 Committees 12/12	6/6 6/6	5/6 ¹⁾	6/6 6/5 ²⁾	3/3	6/6	6/6 5/5	6/6 7/7	6/6 11/11
Other Memberships and Board Functions	Afrikaveroin der Deutschen Wirtschaft, Hamburg, Berlin; Member	Togal Werk AG, Munich; Member of the Supervisory Board						Deutsche Anwalt Akademie Gesellschaft für Aus- und Fortbildung und Serviceleistungen mbH, Berlin; Chairman of the Supervisory Board	VSI – Verband der Schmierstoffindustrie e.V., Hamburg; Chairman of the Executive Board UNITI – Bundesverband mittelständischer Mineralölunternehmen e. V., Berlin; Member of the Executive Board Foundation and Board of Directors Oest-Gruppe, Freudenstadt; member

¹⁾ Sick Leave
²⁾ Customer visit