



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	Roland Chmiel	Reinhold Grothus	Sven Hansen	Holger Hoff	Harald Januszewski	Dr. Hartmut Schütter	Dr. Rolf Schwedhelm	Dr. Peter Seifried
Age	54 years	61 years	58 years	50 years	61 years	56 years	74 years	63 years	69 years
Function	Chairman of the Supervisory Board; representative of the majority shareholder	Deputy chairman; independent financial expert	Employee representative; Group works council chairman H&R GmbH & Co. KGaA; works council chairman H&R ChemPharm Group, Salzbergen	Majority shareholder, entrepreneur	Employee representative; works council chairman H&R Ölwerke Schindler, Hamburg	Employee representative; works council chairman GAUDLITZ GmbH, Coburg	Independent member of the Supervisory Board	Independent member of the Supervisory Board	Independent member of the Supervisory Board
Occupation/Professional Background	MBA	MBA; Certified Public/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; Freelance consultant
Profile requirements	Family-run SME, capital market operator	x	x		x			x	
	Refinery business & petroleum specialty products; plastics			x	x	x	x		x
	Application research & product development				x		x		
	Production; marketing; sales/distribution; digitalization, sustainability				x		x		x
	Internationality	x			x				x
	Accounting & auditing	x	x						
	Controlling & risk management	x	x					x	
	Financing & capital market	x							
Law & taxes		x					x		
Boards	Audit Committee; RTS; Nomination Committee	Audit Committee (Chairman)	none	RTS; Nomination Committee (Chairman)	none	none	RTS (chairman)	Audit Committee; Nomination Committee	RTS; Audit Committee
On the panel since/elected until	September 2011/HV 2022	May 2011/HV 2021	2001/HV 2022	August 2016/HV 2022	September 2011/HV 2012, May 2017/HV 2022	May 2012/HV 2022	May 2013/HV 2023	May 2011/HV 2021	May 2015/HV 2020
Panel activity (# meetings/participation)	Meetings 7/7 Boards 15/15	7/7 9/9	7/7	6/7 6/6	7/7	7/7	7/7 5/5	7/7 7/8	7/7 13/14
Additional board functions	none	Togal Werk AG, München: member of the supervisory board	none	none	none	none	none	Deutsche Anwalt Akademie Gesellschaft für Aus- und Fortbildung sowie Serviceleistungen mbH, Berlin: chairman of the supervisory board	Verband der Schmierstoffindustrie e.V., Hamburg: chairman of the executive board  Bundesverband mittelständischer Mineralölunternehmen e.V., Berlin: member of the executive board  Stiftungs- und Verwaltungsrat Oest-Gruppe, Freudenstadt: member