



T. 04 PROFILE REQUIREMENTS WITHIN THE RECOMMENDATION C.1  
OF THE GERMAN CORPORATE GOVERNANCE CODE FOR THE SUPERVISORY BOARD

Name	Dr. Joachim Girg	Roland Chmiel	Sabine U. Dietrich	Reinhold Grothus	Sven Hansen	Holger Hoff	Harald Januszewski	Dr. Hartmut Schütter	Dr. Rolf Schwedhelm
Age	57	64	61	61	53	64	59	77	66
Function	Chairman of the Supervisory Board; representative of the majority shareholder	Deputy chairman; independent financial expert	Independent member of the Supervisory Board	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	Former employee representative; former works council chairman GAUDLITZ GmbH, Coburg	Independent member of the Supervisory Board	Independent member of the Supervisory Board
Occupation/Professional Background	MBA	MBA; Certified public/ chartered accountant	Graduate engineer	Chemical technician	Industrial manager (degree in Business Administration)	Trained retail salesman	Plastics and rubber process mechanic	Certified engineer; Independent consultant	Attorney; specialist lawyer (tax law)
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					x
	Financing & capital market	x							
Law & taxes		x						x	
Boards*	Audit Committee; RTS; Nomination Committee, LEGAL Committee	Audit Committee (Chairman), LEGAL Committee (substitute member)	Audit Committee; RTS	none	RTS; Nomination Committee (Chairman), LEGAL Committee	LEGAL Committee	none	RTS (Chairman)	Audit Committee; Nomination Committee, LEGAL Committee (Chairman)
On the panel since/elected until	September 2011/Annual Shareholders' Meeting 2022	May 2011/Annual Shareholders' Meeting 2027	May 2019/Annual Shareholders' Meeting 2025	2001/Annual Shareholders' Meeting 2022	August 2016/Annual Shareholders' Meeting 2022	September 2011/Annual Shareholders' Meeting 2012, May 2017/Annual Shareholders' Meeting 2022	May 2012/Annual Shareholders' Meeting 2022	May 2013/Annual Shareholders' Meeting 2023	May 2011/Annual Shareholders' Meeting 2027
Panel activity (# meetings/participation)	Meetings 7/7 Boards 22/22	7/7 14/14	7/7 15/15	6/7 -	7/7 14/14	7/7 6/6	6/7 -	7/7 7/7	7/7 15/15
Additional board functions	none	TW Beteiligung AG, Munich; member of the supervisory board	COMMERZBANK AG, Frankfurt; MVV Energie AG, Mannheim; 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