



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

Name	Dr. Joachim Girg	Roland Chmiel	Sabine U. Dietrich	Patrick Ewels		Dominik Franz	Sven Hansen	Thomas Merling	Dr. Hartmut Schütter	Dr. Rolf Schwedhelm
Age	59	66	63	42		39	55	44	79	68
Function	Chairman of the Supervisory Board; representative of the majority shareholder; financial expert	Deputy Chairman; independent financial expert	Independent member of the Supervisory Board	Employee representative; works council chairman of H&R ChemPharm Group, Salzbergen		Employee representative; works council chairman of GAUD-LITZ GmbH, Coburg	Entrepreneur	Employee representative	Independent member of the Supervisory Board	Independent member of the Supervisory Board
Occupation/professional background	MBA	MBA; Certified public/chartered accountant	Chartered engineer	Continuing education coordinator		Process technician	Industrial manager (degree in Business Administration)	Chemical technician	Chartered process engineer, freelance consultant	Attorney; specialist lawyer (tax law)
	x	x					x			x
Family-run SME, capital market operator										
Refinery business & petroleum specialty products; plastics			x	x		x	x	x	x	
Application research & product development							x		x	
Production; marketing; sales/distribution; digitalization			x				x		x	
Sustainability, especially environmental, social and governance (ESG) elements		x	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	Audit Committee; RTS; LEGAL Committee				RTS; Nomination Committee (chairman), LEGAL Committee		RTS (chairman)	Audit Committee; Nomination Committee, LEGAL Committee (chairman)
On the panel since/elected until	September 2011/2027 AGM	May 2011/2026 AGM	May 2019/2025 AGM	May 2022/2027 AGM		May 2022/2027 AGM	August 2016/2027 AGM	May 2022/2027 AGM	May 2013/2023 AGM	May 2011/2026 AGM
Panel activity (# meetings/participation)	Meetings 6/6 Boards 17/17	6 / 6 11 / 11	6 / 6 16 / 16	6 / 6 -		6 / 6 -	6 / 6 10 / 10	6 / 6 -	6 / 6 5 / 5	6 / 6 10 / 12
Additional board functions	none	none	COMMERZBANK AG, Frankfurt; MVV Energie AG, Mannheim; member of the supervisory board				none		none	Deutsche Anwalt Akademie Gesellschaft für Aus- und Fortbildung sowie Serviceleistungen mbH, Berlin; chairman of the supervisory board