

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

Name	Dr. Joachim Girg	Peter Brömse	Roland Chmiel	Sabine U. Dietrich	Patrick Ewels	Dominik Franz	Kyra Hansen	Sven Hansen	Thomas Merting	Michaela Pulker	Dr. Rolf Schwedhelm
Age	61	62	68	65	44	41	25	57	46	60	70
Function	Chairman of the Supervisory Board; representative of the majority shareholder; financial expert	Independent member of the Supervisory Board	Deputy Chairman; independent financial expert	Deputy Chairman; independent financial expert	Employee representative; works council chairman of H&R ChemPharm Group, Salzbergen	Employee representative; works council chairman of GAUDLITZ GmbH, Coburg	Member of the Supervisory Board	Entrepreneur (degree in Business Administration)	Employee representative	Independent member of the Supervisory Board since May 2025	Independent member of the Supervisory Board
Occupation/ professional background	MBA	Chartered engineer	MBA; Certified public/chartered accountant	Chartered engineer	Continuing education coordinator	Process Technician	Wholesale and Foreign Trade Manager	Wholesale and Foreign Trade Manager	Chemical technician	MBA	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		
	Application research & product development							x			
	Production; marketing; sales/distribution; digitalization		x		x						
	Sustainability, especially environmental, social and governance (ESG) elements			x	x	x				x	x
	Internationality	x	x		x						
	Accounting & auditing	x		x							
	Controlling & risk management	x	x	x	x					x	x
	Financing & capital market	x								x	
	Law & taxes			x							
Boards	Audit Committee; RTS; Nomination Committee, LEGAL Committee	RTS	Audit Committee (chairman); LEGAL Committee	Audit Committee; RTS; LEGAL Committee			RTS; Nomination Committee,	RTS; Nomination Committee,		Audit Committee; RTS; LEGAL Committee	Audit Committee; Nomination Committee, LEGAL Committee (chairman)
On the panel since/elected until/ Departure from the Board	September 2011/ 2027 AGM	May 2024/ 2028 AGM	May 2011/ 2026 AGM	May 2019/ 2025 AGM	May 2022/ 2027 AGM	May 2022/ 2027 AGM	February 2025/ 2027 AGM	August 2016/ January 2025	May 2022/ 2027 AGM	May 2025/ 2030 AGM	May 2011 2026 AGM
Panel activity 2025 (# meetings/participation)	Meetings 9 / 9 Boards 18 / 18	9 / 9 5 / 5	9 / 9 11 / 11	4 / 4 5 / 5	8 / 9 -	9 / 9 -	6 / 8 5 / 5	1 / 1 2 / 2	9 / 9 -	8 / 8 6 / 6	98 / 9 13 / 14
Additional board functions	none	none	none	COMMERZBANK AG, Frankfurt; MVV Energie AG, Mannheim; member of the supervisory board	none	none	none	none	none	none	Deutsche Anwalt Akademie Gesellschaft für Aus- und Fortbildung sowie Serviceleistungen mbH, Berlin; chairman of the supervisory board