

## Qualification matrix Supervisory Board

		<u>Georg van Hall</u>	<u>Dr. Gerson Link</u>	<u>Jan van der Zouw</u>
		(Chairman)	(Deputy Chairman)	
Affiliation	Member since	2009	2016	2016
	Elected until	2024	2024	2024
Personal suitability	Independence <sup>1</sup>	●	●	●
	No Overboarding <sup>2</sup>	●	●	●
Diversity	Year of birth	1957	1971	1954
	Gender	m	m	m
	Nationality	German	German	Dutch
Professional suitability	Management experience	●	●	●
	Technology	○	○	●
	Sustainability/ESG	●	●	●
	Transformation	●	●	●
	Purchasing / Production / Sales / R&D	○	●	●
	Final audit	●	●	○
	Accounting	●	●	○
	Risk management	●	●	●
	Legal / Compliance	●	●	○
	Human Resources	○	●	●
	Business area / sector familiarity	●	●	●

- Qualification in gradations of good knowledge (black filled circle symbol)
- to not available (unfilled circle symbol)
- The assessment was made on the basis of the previous qualifications, activities, knowledge and experience.

- 1) Assessment within the meaning of the Code Recommendation C.7
- 2) Assessment within the meaning of the Code Recommendation C.4 and C.5