

Supplementary information on the activities of the Supervisory Board in the 2020 financial year

Disclosure on individual supervisory board members' attendance at meetings

Meetings/attendance in %	Full Supervisory Board		Steering committee		Audit committee		Personnel committee	
	Number	in %	Number	in %	Number	in %	Number	in %
Prof. Dr. Helmut Thoma (Chairman)	7 / 7	100	3 / 3	100			4 / 4	100
Knut Mackeprang (Deputy Chairman)	7 / 7	100	3 / 3	100			4 / 4	100
Claudia Anderleit	7 / 7	100					4 / 4	100
Bente Brandt	7 / 7	100			4 / 4	100		
Theo-Benneke Bretsch	7 / 7	100						
Sabine Christiansen	7 / 7	100					4 / 4	100
Gerhard Huck	7 / 7	100	3 / 3	100				
Thorsten Kraemer	7 / 7	100	3 / 3	100				
Fränzi Kühne	7 / 7	100						
Thomas Reimann	7 / 7	100			4 / 4	100		
Marc Tüngler	7 / 7	100	1*		4 / 4	100		
Robert Weidinger	7 / 7	100			4 / 4	100		
		100		100		100		100

* Attended a committee meeting as a Supervisory Board member called in to add his expertise

Source: Annual Report 2020, page 29.

Information on the independence of the members of the Supervisory Board (acc. C.7 GCGC)

On the shareholder side, the Supervisory Board should include an appropriate number of independent members in accordance with the assessment of the Supervisory Board's shareholder representatives. More than half of the shareholder representatives shall be independent from the company and the Management Board. The shareholder representatives on the Supervisory Board have determined that a share of at least four Supervisory Board members who are independent of the Executive Board and the company is considered appropriate. All six shareholder representatives currently on the Supervisory Board consider themselves to be independent from the company and the Executive Board.

In addition, no more than two former members of the Executive Board may hold seats on the Supervisory Board. Material conflicts of interest and those that are more than temporary in nature are to be avoided. Supervisory Board members should have sufficient time to fulfil their mandate to ensure that they can do so with due regularity and care.

Source: Annual Report 2020, page 103.

Individual assessment of the Supervisory Board members on independence

Supervisory Board	Independence (Self-assessment)	Gender	Age*	Tenure (in years)**	Term ends	Committee membership				
						SteeCo	PC	AC	MC	NC
Prof. Dr. Helmut Thoma (Chair)	Yes	M	82	9	2022	C	C		C	C
Sabine Christiansen	Yes	W	64	6	2022		M			M
Thorsten Kraemer	Yes	M	53	9	2022	M				
Fränzi Kühne	Yes	W	38	3	2022				M	
Marc Tüngler	Yes	M	53	9	2022			M		M
Robert Weidinger	Yes	M	59	9	2022			C, F		
Knut Mackeprang (Vice Chair)	Emp. Rep.	M	51	8	2023	M	M		M	
Claudia Anderleit	Emp. Rep.	W	48	12	2023		M			
Bente Brandt	Emp. Rep.	W	50	3	2023			M		
Theo-Benneke Bertsch	Emp. Rep.	M	37	3	2023				M	
Gerhard Huck	Emp. Rep.	M	63	3	2023	M				
Thomas Reimann	Emp. Rep.	M	58	4	2023			M		
	Ind. 50%	F: 33% M: 67%	Avg. 54.6	Avg. 6.4		Ind. 66%	Ind. 50%	Ind. 50%	Ind. 50%	Ind. 100%

* As of 31 December 2021 ** After upcoming annual general meeting

Committee:

SteeCo = Steering Committee
 PC = Personnel Committee
 AC = Audit Committee
 MC = Mediation Committee
 NC = Nomination Committee

Committee membership:

C = Chair
 M = Member
 F = Financial Expert

Other:

Avg. = Average
 Emp. Rep. = Employee Representative
 Ind. = Independence

Conducting a self-assessment of the Supervisory Board

The Supervisory Board and its committees regularly review the overall effectiveness of the Supervisory Board and how effectively its committees perform their tasks, either internally or with the involvement of external advisers. In the 2020 financial year, the Supervisory Board carried out a self-assessment based on a survey with external support from KPMG Law Rechtsanwaltsgesellschaft mbH. The Supervisory Board discussed the results of this self-assessment at length at its meeting on 23 September 2020. The results of the self-assessment confirm that cooperation both within the Supervisory Board and with the Executive Board is professional, constructive and characterised by a high degree of trust and openness. The results also confirm that meetings are organised and conducted efficiently and that the supply of information is sufficient. No fundamental need for change was identified. Individual suggestions are also highlighted and implemented during the year.

Source: Annual Report 2020, page 103.

Procedure for long-term succession planning for Executive Board appointments

The personnel committee of the Supervisory Board, which is responsible for making preparations for Executive Board appointments, also oversees long-term succession planning for the Executive Board. This is done regularly when making new appointments or extending existing Executive Board appointments. The committee regularly reviews whether there is reason to give particular consideration to long-term succession planning and consults the chairman of the Executive Board as required. The chairman of the Supervisory Board also communicates regularly with the chairman of the Executive Board about succession options in good time prior to the expiration of Executive Board appointments.

Source: Annual Report 2020, page 103.