

Supervisory Board Qualification Matrix

In accordance with Recommendation C.1 of the German Corporate Governance Code (GCGC), the Supervisory Board has developed a profile of skills and expertise, the implementation of which is disclosed in the qualification matrix below:

	Prof. Dieter Kempf (Vors.)	Rainer Gröbel ¹ (stellv. Vors.)	Nancy Böhning ¹	Claudia Claas ¹	Roger Falk ¹	Prof. Dr.-Ing. Jürgen Fleischer	Jörg Kampmeyer	Michael Kämpfert ¹	Prof. Dr. Annette G. Köhler	Brigitte Krönchen ¹	Holly Lei	Dr. Jens Riedl
Committee membership	Presiding (Chairman) Audit Nomination (Chairman.) Mediation (Chairman)	Presiding Mediation	None	Audit Mediation	Presiding Innovation	Innovation (Chairman) Mediation	Innovation	none	Audit (Chairwoman) Nomination	Audit Innovation	none	Presiding Nomination
Diversity												
Age	69	68	43	56	54	61	54	57	55	59	62	49
Gender	male	male	female	female	male	male	male	male	female	female	female	male
Nationality	German	German	German	German	German	German	German	German	German	German	Canadian	German
Internat. background	•					•	•				•	•
Independence within the meaning of GCGC	•	not applicable ²	not applicable ²	not applicable ²	not applicable ²	•	•	not applicable ²	•	not applicable ²	•	•
Professional background												
Education/training	Dipl. Kaufmann (Degree in Business Administration) Certified tax advisor German public auditor	Industriekaufmann (Industrial management apprenticeship) Dipl. Volkswirt (Master of Economics)	Magistra Artium	Technical draughtswoman	Industriekaufmann (Industrial management apprenticeship)	Dipl. Ing. Maschinenbau (Diploma in Mechanical Engineering)	Dipl. Ing. Maschinenbau (Diploma in Mechanical Engineering) Dipl. WirtschaftsIng. (Diploma in Industrial Engineering)	Dipl. Betriebswirt (MBA)	Dipl. ÖkonomIn (Diploma in Economics)	Industriekaufrau (Industrial management apprenticeship)	Degree in Chemical Engineering Degree in Materials Science	Dipl. Kaufmann (Diploma in Business Administration)
Operational management experience	•	•				•	•	•			•	
Business specific expertise												
Sector expertise ³	•	•	•	•	•	•	•	•	•	•	•	•
Industry expert ⁴	•	•	•	•	•	•	•	•	•	•	•	•
Customer industry ⁵												•
Business model	•	•	•	•	•	•	•	•	•	•	•	•
Finance												
Accounting incl. non financial statements und nfs audits	•	•		•			•	•	•	•		•
Auditing incl. non financial statements and nfs audits	•						•		•			
Control functions												
Risk management & internal control system	•	•		•			•	•	•	•		•
Internal audot	•								•			
Compliance management	•								•			
ESG												
Environment ⁶						•	•					•
Social aspects ⁷		•	•	•	•		•	•		•		
Governance ⁸	•	•	•	•	•			•	•	•		•
Digitalization / IT												
Digitalization / digital transformation	•			•	•	•	•			•		•
IT security	•											
Human resources		•					•	•			•	
M&A							•					•
Research, development and innovation				•		•						

1) Employee representative

2) Criterion applies only to shareholder representatives

3) Sector = Mechanical and plant engineering in accordance with section 100(5) AktG

4) Individuals with relevant experience (employment or several years' association or supervisory board experience) in the capital goods industry

5) Individuals with relevant experience (employment or several years' association or supervisory board experience) in one of GEAs customer industries (food, beverage, pharma, dairy processing, dairy farming, chemicals)

6) Individuals with relevant experience in the environmental field (E). In particular, this includes experience related to reducing greenhouse gas emissions, energy consumption and responsible water and waste management, as well as the environmental impact of the products offered

7) Individuals with relevant experience in the social field (S). This especially includes experience related to how companies deal with employees, customers, suppliers and other persons in the company's social sphere, pertaining to areas such as working conditions and occupational health and safety.

8) Individuals with relevant experience in the governance field (G). In particular, this includes experience with supervisory structures and employee co-determination, risk and reputation management, and ethical business conduct