

Qualification matrix for shareholder representatives in accordance with the nominations

		Haas ¹	Kayser	Dr. Kouba	Leue	Dr. Lipowsky ²	Dr. Ollmann
Length of service/ member since		2002	-	-	2018	2018	2019
Personal suitability		✓	✓	✓	✓	✓	✓
Diversity	Gender	male	male	female	male	female	male
	Year of birth	1954	1966	1966	1966	1958	1958
	Nationality	German	German	Czech/Swiss	German	German	German
	Qualification	Degree in business administration (Diplom- Kaufmann)	Auditor, tax consultant	Mathematician/s tatician	Banker, degree in business administration (Diplom- Kaufmann)	Lawyer	Degree in business administration (Diplom- Kaufmann)
Expertise / professional suitability ³							
Investment management		✓		✓	✓	✓	✓
Insurance technology		✓		✓	✓	✓	✓
Financial accounting / auditing		✓	✓	✓	✓	✓	✓
Internationality		✓	✓	✓	✓	✓	✓
M&A		✓	✓	✓	✓	✓	✓
Risk management		✓	✓	✓	✓	✓	✓
Compliance		✓	✓	✓	✓	✓	✓
Personnel		✓	✓	✓	✓	✓	✓
IT / digitalisation		✓	✓	✓	✓	✓	
ESG / sustainability		✓	✓	✓	✓	✓	
Internal model		✓			✓	✓	✓

¹ Pursuant to Section 100 (5) AktG, possesses expertise in the auditing area ("financial expert").

² Pursuant to Section 100 (5) AktG, possesses expertise in the financial accounting area ("financial expert").

³ Evaluation based on self-assessment. A tick for a subject area in the qualification matrix corresponds to a rating of at least B ("sound" or "good" knowledge) on a rating scale from A to E.