

## Qualification matrix Supervisory Board – shareholder representatives (according to election proposal)



	Dr. Katrin Suder	Prof. Dr. Dr. Ann-Kristin Achleitner	Dr. Rolf Bösingher	Dr. Mario Daberkow	Ingrid Deltenre	Dr. Hans-Ulrich Engel	Dr. Heinrich Hiesinger	Prof. Dr. Georg A. Pözl	Lawrence Rosen	Stefan B. Wintels
Member since/ appointed until	2023/2027	2024/2028	2025/2030*	2018/2027	2016/2028	2024/2028	2019/2028	2025/2029	2020/2029	2022/2030*
Independence <sup>1</sup>	●	●	●	●	●	●	●	●	●	●
No overboarding <sup>2</sup>	●	●	●	●	●	●	●	●	●	●
Gender	Female	Female	Male	Male	Female	Male	Male	Male	Male	Male
Year of birth	1971	1966	1966	1969	1960	1959	1960	1957	1957	1966
Nationality	German	German	German	German	Dutch/Swiss	German	German	Austrian	US American	German
Educational background	Physicist, expert in German studies, theatrical scholar	Legal expert and economist	Economist and mathematician	Mathematician	Journalist and educational researcher	Legal expert	Engineer	Engineer	Economist	Business administration
Corporate governance/ controlling	●	●	●	●	●	●	●	●	●	●
International experience	●	●	●	●	●	●	●	●	●	●
Strategy	●	●	●	●	●	●	●	●	●	●
M&A/integration		●		●	●	●	●	●	●	●
Human resources		●	●	●	●	●	●	●	●	●
Sustainability	●	●	●	●	●	●	●	●	●	●
Risk management/ compliance	●	●	●	●	●	●	●	●	●	●
Accounting	●	●	●	●	●	●	●	●	●	●
Finance expert	●	●	●		●	●	●	●	●	●
Capital market	●	●		●		●	●	●	●	●
Logistics industry experience	●		●					●	●	●
Logistics customer experience								●	●	
Cybersecurity/IT security	●		●	●	●	●	●			
IT/Digitalization	●	●	●	●	●	●	●	●		●
Future technologies (e.g., AI/robotics)	●	●	●	●			●			

The evaluation of knowledge and experience is based on a critical self-assessment by the Supervisory Board members.

\* According to election proposal.

1 In accordance with the German Corporate Governance Code/ESRS.

2 In accordance with the German Corporate Governance Code.