Annual General Meetir	ng 2023						
Skills matrix of the shar	eholder representatives of the S	Supervisory Board					
Killo matrix or the char		Japon Noory Board					
		Prof. DrIng. (university-qualified engineer) Raimund Klinkner	DiplVolkswirtin (university-qualified economist) Dagmar Rehm	DiplKaufmann (university-qualified business administrator) Carsten Dentler	DiplIng. (university-qualified engineer) Claus Bolza-Schünemann**	Dr. Johannes Liechtenstein	Prof. DrIng. (university-qualified engineer) Gisela Lanza
							,
ength of membership	Member since	2018	2014	2017	2023**	2019	20
	Elected until	2024	2024	2027	2027**	2024	20
unction							
	Supervisory Board	Chairman	Deputy chairwoman	Member		Member	Member
	Audit Committee		Chairwoman			Member	
	Nominating Committee	Chairman	Member				
	Personnel Committee	Chairman	Member				
	Mediation Committee pursuant to section 27 (3) of the Co-Determination Act	Chairman					
	Strategy Committee	Member		Member			Chairwoman
Personal suitability							
·	Independence according to the German Corporate Governance Code	$\checkmark$	✓	$\checkmark$		✓	~
	No overboarding	✓	✓	✓	<b>~</b>	✓	ightharpoons
liversität							
	Year of birth	1965	1963	1964	1956	1969	1973
	Gender	male	female	male	male	male	female
	Nationality	German	German	German	German	Liechtenstein	German
	Educational Background	Engineer	Economist	Business economist	Engineer	Business economist /forestry manager	Engineer, business economist
nternational experience							
	Europe		$\checkmark$	$\checkmark$			$\checkmark$
	North and Central America		$\checkmark$	$\checkmark$		✓	
	South America						
	Asia /Pacific	lacksquare	✓	~			$ lap{}$
	Middle East / Africa		$\checkmark$	$\checkmark$			
echnical skills*							
	Supervisory board and committee work	$ lap{}$	$\checkmark$	$\checkmark$			✓
	Experience in management/leadership/human	$ lap{}$	$\checkmark$	$\checkmark$			
	1 1/						
	Legal/corporate governance/compliance/ co-determination	ightharpoons	$\checkmark$	✓			

	Strategy /M& A	✓	✓	✓	<b>☑</b>	<b>☑</b>	<b>☑</b>
	Financing / capital market/ investors	✓	$\checkmark$	✓		<b>☑</b>	
	Accounting (including internal control and risk management systems and sustainability reporting and auditing)	✓	✓	<b>☑</b>		✓	
	Auditing of financial statements (including sustainability reporting and auditing)	<b>✓</b>	ightharpoons	✓			
	IT systems /cybersecurity		$\checkmark$		lacksquare	<b>☑</b>	ightharpoons
	Operations (operational excellence -purchasing, manufacturing, assembly, logistics, supply chain)	<b>~</b>			<b>~</b>		✓
	Sales, marketing and after-sales service	✓		✓	<b>☑</b>		<b>☑</b>
	Digitisation	✓		✓	<b>☑</b>		✓
	Environment, social and corporate governance (ESG)	✓	✓	$\checkmark$	<b>☑</b>	~	$\checkmark$
Sector knowledge*							
Printing industry, printing	Markets and competition	ightharpoons		ightharpoons			
technologies and packaging	Products and new technologies	abla			<b>▽</b>		✓
Designated expert							
	Financial expert in accordance with section 100 (5) of the German Stock Corporation Act/ Recommendation D.3 of the German Corporate Governance Kodex		✓	<b>☑</b>			
* Self-assessment of the Supervisory	Board member						
** Candidate proposed by supervisor	y board						