

# The Supervisory Board skills matrix targets a breadth of relevant sector and governance focus areas

	Functional Experience								Sector Exp.			Diversity						Term	
	Accounting	Controlling/ Risk Management	Marketing	ESG	Capital Markets/ Investor Relations	Corporate Governance/ Compliance	Managing public companies	US and International Markets	FMCG	Digital and Internet	Food	Age	Gender	Nationality	Work Stage	Independence	Other Mandates (Incl. Exec. Positions)	Initial Election	End of Term
John H. Rittenhouse (Chairman)	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	65	M	US	exec	Y	3	2015	2023
Ursula Radeke-Pietsch (Deputy Chairwoman)	Y	Y			Y	Y	Y	Y	Y	Y		63	F	DE	exec	Y	2	2015	2023
Derek Zissman	Y	Y			Y	Y	Y	Y	Y	Y		77	M	GB	post	Y	4	2015	2023
Stefan Smalla			Y	Y	Y		Y	Y	Y			44	M	DE	exec	Y	1	2021	2023
Susanne Schröter-Crossan	Y	Y		Y	Y	Y	Y	Y	Y			42	F	DE	exec	Y	1	2021	2023