

Profile of skills and expertise for KAP AG's Supervisory Board and objectives regarding its composition

1. Objectives regarding the Supervisory Board's composition

The Supervisory Board of KAP AG has set the following objectives regarding its composition:

- At least half of the members of the Supervisory Board shall be independent, i.e. in particular shall have no personal or business relationship with the Company, the Management Board or a controlling shareholder.
- An age limit of 75 years is taken into account for members of the Supervisory Board. It is only permitted to deviate from this limit in justified individual cases.
- The standard limit for the length of service of members of the Supervisory Board is four terms of office or a total of twelve years.
- When selecting candidates for election as members of the Supervisory Board, diversity is taken into account if the candidates are equally qualified.

2. Time requirements for the performance of the mandate

The Supervisory Board considers it important that its current members, as well as Supervisory Board candidates, have sufficient time to prepare for and follow up on regular Supervisory Board meetings, to attend them, and to deal with regular reporting. Increased time requirements are taken into account for activities on the Audit Committee, in particular for its chairperson.

The time commitment of Supervisory Board members and candidates shall be taken into account on the basis of the aforementioned criteria, in particular with regard to further mandates in supervisory and/or comparable control bodies as well as active professional activity.

3. Skills and expertise of the Supervisory Board

In accordance with the German Corporate Governance Code (Section C.1), the Supervisory Board of KAP AG has adopted the following skills and expertise for the composition of the Supervisory Board, which are regularly reviewed and adjusted. Accordingly, the Supervisory Board of KAP AG as a whole should meet the company-specific and professional prerequisites to ensure comprehensive and effective advice to, and supervision of, the Management Board with regard to the overall business activities of the Company and the Group, including its strategy and addressing new social and economic challenges. It is not necessary for each individual member of the Supervisory Board to have all of the above skills and expertise. Rather, the overall knowledge, skills and professional experience is understood to be the sum of all personal knowledge, skills and experience of the individual members of the Supervisory Board.

In the opinion of the Supervisory Board, the main skills and expertise should be:

- Experience in managing or supervising mid-sized or publicly traded companies;
- Corporate experience in an international environment;
- Understanding of the Company's strategy and its future strategic development;

- In-depth knowledge of the Company's business models or key business areas;
- Knowledge of relevant regulatory requirements and experience in risk management, compliance and corporate governance;
- Expertise in the fields of accounting and auditing;
- Experience in supervisory and committee work;
- Experience in M&A processes;
- Experience with value creation in different value chains;
- Expertise on the sustainability issues that are significant for the company.
