

**Information on agenda item no. 4
("Election to the Supervisory Board")**

In accordance with sections 96 (1) and 101 (1) of the German Stock Corporation Act (*Aktiengesetz – "AktG"*), sections 4 (1) and 1 (1) of the German One-Third Co-Determination Act (*Drittelbeteiligungsgesetz – "DrittelbG"*) in conjunction with article 8 (1) of the Company's Articles of Association, the Supervisory Board is composed of six members elected by the shareholders and three members elected by the employees.

Dr. Thomas Duhnkrack has resigned his mandate as a member of the Supervisory Board elected by the shareholders with effect from 15 November 2023. At the joint request of the Management Board and the Supervisory Board of the Company, Mr. Karim Bohn was court-appointed as a member of the Supervisory Board by resolution of 30 November 2023. His mandate will expire at the end of the 2024 Annual General Shareholders' Meeting.

Therefore, one member of the Supervisory Board is to be elected by the Annual General Shareholders' Meeting.

The Supervisory Board proposes to elect

Mr. Karim Bohn, managing director, Augsburg, Germany,

as shareholder representative to the Supervisory Board. The appointment is made for a term of office until the end of the Annual General Shareholders' Meeting which decides on discharge for the third financial year after the start of the term of office; the financial year in which the term of office begins is not included.

The following paragraph outlines the succession planning process and the reasons for proposing the aforementioned candidates.

The Supervisory Board has set different appointment or election dates for members of the Management Board and Supervisory Board alike to minimise the risk of substantial loss of know-how, and to ensure that both the Management Board and the Supervisory Board are capable of acting at all times. The Supervisory Board, and especially the Executive and Nomination Committee, also continuously monitors and refines the mid- to long-term succession planning. In line with the Suitability Policy, the Supervisory Board, when making proposals to the Annual General Shareholders' Meeting for the election of new shareholder representatives, ensures beforehand that the proposed candidates fulfil the statutory, regulatory, professional and personal requirements applicable to the respective position, and that the specific objectives for the composition of the Supervisory Board derived from the profile of skills and expertise for the entire Board are (or would be) complied with, taking into account the knowledge of the respective candidate.

The Executive and Nomination Committee and the Supervisory Board have mainly based their election proposal on the following criteria to evaluate individual suitability, and consider all criteria to be fulfilled by the candidate:

- Sufficient level of knowledge, skills and experience
- Good reputation, sincerity and integrity
- Impartiality and independence
- Adequate time availability
- Compliance with the mandate restriction, in particular in accordance with article 91 (3) CRD IV and section 25d (3) of the German Banking Act (*Kreditwesengesetz* – “KWG”) (Supervisory Board)
- No actual or potential conflicts of interest
- Recommendations C.1 to C.12 of the German Corporate Governance Code

The proposal also takes into account the individual requirements profile for Supervisory Board members, as stipulated in the internal Suitability Policy, as well as the objectives resolved by the Supervisory Board for its composition (including the target (minimum) quota for the under-represented sex in each case) and stipulated in the Supervisory Board's published profile of skills and expertise. The individual requirements profile comprises the following criteria in particular:

- Functional expertise
- Sector expertise
- Seniority
- Interpersonal skills
- Other experience (for a person chairing the Supervisory Board, the qualification as senior manager within the meaning of the German Banking Act (*Kreditwesengesetz* – “KWG”) is of particular importance, as is management experience as Chief Executive Officer or long-standing management board member at a bank)

Implementation of the objectives set out in the Supervisory Board's profile of skills and expertise is updated within the ongoing suitability check, and outlined in the qualification matrix which is part of the published Corporate Governance Statement. According to the matrix, the shareholder representatives on the Supervisory Board currently meet the objectives regarding the Board's composition:

	Dr. Louis Hagen	Hanns-Peter Storr	Karim Bohn	Susanne Klöß-Braekler	Gertraud Dirscherl	Prof. Dr. Kerstin Hennig	Heike Theiβing	Georg Kordick	Olaf Neumann
Personal suitability									
Year of first appointment	2023	2021	2023	2021	2022	2022	2011	1990	2021
Independence	x	x	x	x	x	x	x	x	x
No overboarding ¹	x	x	x	x	x	x	x	x	x
Diversity									
Gender	Male	Male	Male	Female	Female	Female	Female	Male	Male
Year of birth	1958	1959	1971	1964	1958	1964	1960	1960	1976
Educational background	Bank clerk, lawyer	Bank clerk, Economist (<i>Diplom-Ökonom</i>)	Business management (<i>Diplom- Kaufmann</i>)	Business management (<i>Diplom- Kauffrau</i>)	Economist (<i>Diplom- Volkswirtin</i>), chartered accountant (<i>Wirtschaftsprüferin</i>)	Business management (<i>Diplom- Kauffrau</i>)	lawyer	Bank clerk	lawyer
Professional competencies²									
Business model / real estate know-how	x	x	x	x	x	x	x	x	x
International business experience, in particular Europe and USA	x	x	x	x	x	x	x		x
Capital markets experience	x	x	x	x	x	x	x		x
Technics / Digitalization incl. IT-security and data protection	x	x	x	x	x	x	x	x	x
Accounting expertise	x	x	x	x	x	x	x		x
Auditing expertise ³	x	x	x	x	x	x	x	x	x

¹ Pursuant to section 25d (3) of the German Banking Act (*Kreditwesengesetz*, KWG).

² Criterion fulfilled according to self-assessment by the Supervisory Board. A cross corresponds to the levels "medium" or "high" and thus the ability to understand the respective issues well and make informed decisions based on existing knowledge, experience and training.

³ In the meaning of section 100 (5) of the German Stock Corporation Act (*Aktengesetz*, AktG) and incl. Sustainability reporting.

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Risk management incl. climate and environmental risks	x	x	x	x	x	x	x	x	x
Sustainability ⁴	x	x	x	x	x	x	x	x	x
Compliance and internal audit	x	x	x	x	x	x	x	x	x
Law / Corporate Governance	x	x	x	x	x	x	x		x

⁴ In particular ecology, social responsibility and good corporate governance.

An external HR advisor supported the Supervisory Board and the Executive and Nomination Committee in their search for the Supervisory Board candidates. Various candidates were identified and interviewed based on the criteria mentioned above. Mr. Karim Bohn has also introduced himself personally to the Executive and Nomination Committee and the Supervisory Board, based upon which both the committee and the Supervisory Board as a whole considered the individual requirements and the objectives for collective composition of the Supervisory Board to be fulfilled.

Karim Bohn meets the requirement profile defined by the Supervisory Board to a high degree given his many years of work in investment banking, at private equity firms and particularly given his work as CFO of several real estate companies such as GAGFAH, Süddeutsche Wohnen and Patrizia AG. With this, he perfectly complements the Supervisory Board, the Audit and Digitalization Committee and the Risk Management and Liquidity Strategy Committee. His main job is as CFO of Canyon Bicycles GmbH.