Competence Profile for the Supervisory Board

The Supervisory Board of HAMBORNER REIT AG has defined concrete objectives for its composition and adopted a profile of skills and expertise for the Supervisory Board as a whole, in accordance with the recommendations of the Corporate Governance Code. Thus, the Supervisory Board must be composed in such a way that its members as a whole have the knowledge, skills and professional experience necessary to perform their supervisory duties properly. The Supervisory Board as a whole should cover all areas relevant to HAMBORNER's business activities. Individual members can complement each other's areas of specialisation.

- Knowledge of the property industry
- Strategy & Management experience
- Accounting & Auditing
- Controlling
- Financing
- Capital markets
- Legal issues / Compliance / Corporate Governance
- Risk management
- Sustainability / ESG
- HR
- Technology / Digitalisation
- Internationality
- Corporate co-determination

The competence profile for the Supervisory Board is used as the basis for nominations to the Annual General Meeting. In the context of formulating election proposals for new Supervisory Board members, filling in the profile of skills for the overall board will be pursued. In addition, the composition of the body should be based on the principle of diversity, as well as various aspects such as cultural and ethnical background, gender, age, nationality or professional/educational background should be considered.

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Supervisory Board Skills Matrix

	Dr. Andreas Mattner	**Claus-Matthias Böge**	**Maria Teresa Dreo-Tempsch**	**Rolf Glessing**	**Ulrich Graebner**	**Christel Kaufmann-Hocker**
Industry knowledge	X	X	X	X	X	X
Strategy & Management experience	X	X	X	X	X	X
Accounting & Auditing		X		X		X
Controlling		X	X	X		
Financing	X	X	X	X	X	X
Finance and Capital market	X	X	X	X	X	X
Legal / Compliance / Corporate Governance	X	X	X	X	X	
Risk Management	X	X	X	X		X
Sustainability / ESG	X		X		X	
HR		X		X	X	X
Technology / Digitalisation	X				X	
Internationality	X		X		X	
Corporate co-determination	X	X		X		

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