

## Details on candidates for the Supervisory Board (agenda item 7):

### Information on Supervisory Board candidate Dr. Frank Stietz (agenda item 7.3)

#### Dr. Frank Stietz

CEO and Chairman of the Board of Managing Directors of the Heraeus Group, Bad Vilbel



#### Personal information:

Year of birth: 1966  
Nationality: German

#### Education/qualification:

1987–1993 University of Kassel and Montana State University, Bozeman, MT, USA  
Diploma in Experimental Physics  
1993–1996 Technical University of Ilmenau, Doctorate (PhD) in Experimental Physics  
1996–2000 University of Kassel, Habilitation in Experimental Physics  
2006–2007 University of Augsburg and University of Pittsburgh, PA, USA  
Qualification: Master of Business Administration

#### Professional career:

2000–2015 Carl Zeiss AG, various roles,  
including: Head of Corporate Research and Technology, Managing Director  
of the Electron Microscopy Business Unit, Member of the Management  
Board, Microscopy Business Segment  
2015–2018 Heraeus Group, President Global Business Unit Heraeus Electronics  
2018–2020 Heraeus Group, President Business Area Electronics  
2020–2025 Heraeus Group, Member of the Management Board  
2022–2023 Additional role: President, Norwood Medical, headquartered in Dayton, Ohio  
Since 2025 Heraeus Group, Chief Executive Officer (CEO) and Chair of the Board of  
Managing Directors

Relevant knowledge, skills, and experience:

- CEO and supervisory experience in not-listed companies
- Financial and business skills
- Operational expertise
- Technology expertise
- Human resources, co-determination, and social matters
- Strategy and growth/M&A/portfolio management
- Markets and internationality
- Entrepreneurship/management
- Capital markets
- Specific industry/sector experience
- Compliance, internal control systems, and risk management

Membership in statutory supervisory boards and comparable domestic and international supervisory bodies:

None

Significant activities in addition to the aforementioned mandates and the Supervisory Board mandate:

- Member of the Executive Board of Stifterverband für die Deutsche Wissenschaft e.V.

In the opinion of the Supervisory Board, Dr. Frank Stietz is an independent member pursuant to sections C.1, C.6 and C.7 of the German Corporate Governance Code (as amended on April 28, 2022).