

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

### Information on Thomas Spitzenpfeil (agenda item 7.2)

#### Thomas Spitzenpfeil

Professional Supervisory Board Member, Ludwigsburg

Initial appointment: 2022

Term ends: End of the 2026 Annual General Meeting



#### Personal information:

Year of birth: 1962

Nationality: German

#### Education/qualification:

1984–1989: Degree in industrial engineering (specializing in mechanical engineering) at Darmstadt Technical University; Degree: Diploma in Industrial Engineering (Dipl. Wirtsch.-Ing.)

#### Professional career:

1990–1991	Trainee at Robert Bosch GmbH, Nuremberg and Charleston/SC
1991–1993	Commercial management office in the “Automotive Equipment K1” unit at Robert Bosch GmbH, Schwieberdingen
1993–1995	Head of Investment Controlling at VIAG AG, Bonn/Munich
1995–1996	Head of Plant Controlling at Kodak AG, Stuttgart
1996–2002	Various commercial management functions at VAW aluminium AG, Bonn/Grevenbroich, most recently Director Shared Service Center Accounting
2002–2004	CFO of the Rolled Products unit at Hydro Aluminium, resulting from the merger of VAW and Hydro, Grevenbroich/Cologne
2004–2010	CFO of Zumtobel AG, Dornbirn, Austria
2010–2018	CFO and CIO of Carl Zeiss AG, Oberkochen
2018–2023	Managing Director (Commercial) / CFO, Schenck Process Holding GmbH, Darmstadt; most recently Senior Executive Advisor
Since 2024	Managing Partner, TNA Advisors GmbH, Ludwigsburg
2024–March 2026	CFO and Board Member (Finance and IT), Zentiva Group, a.s., Prague, Czech Republic

Relevant knowledge, skills, and experience:

- Corporate governance expertise
- Experience on management or supervisory boards of listed companies
- CFO experience (in non-listed companies)
- Financial/business skills, including accounting, financial reporting, and controlling (financial expert as defined in §100(5) AktG)
- Human resources, co-determination, and social matters
- Digitization, AI, cybersecurity
- Strategy and growth/mergers and acquisitions/experience with portfolio management
- Entrepreneurship/management
- Capital markets
- Specific industry/sector experience
- ESG expertise

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

- Joachim Goldbeck Holding GmbH (comparable supervisory body, non-listed, member)

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

None

In the opinion of the Supervisory Board, Mr. Thomas Spitzenpfeil is an independent member in accordance with sections C.1, C.6 and C.7 of the German Corporate Governance Code (as amended on April 28, 2022).