

Qualifications matrix of the employees representatives of the Supervisory Board of Koenig & Bauer AG

		Gottfried Weippert	Julia Cuntz	Marc Dotterweich	Christopher Kessler	Simone Walter	Sabine Witte-Herdering
Length of membership	Member since	2001	2016	2016	2016	2016	2023
	elected until	2026	2026	2026	2026	2026	2026
Function	Supervisory Board	Deputy Chairman	Member	Member	Member	Member	Member
	Audit Committee	Member		Member			
	Nominating Committee						
	Personnal Committee	Member					
	Mediation Committee pursuant to section 27 (3) of the Co-Determination Act	Member	Member				
	Strategy Committee	Member			Member	Member	
Personal suitability	Independence according to the German Corporate Governance Code		✓			✓	✓
	No Overboarding	✓	✓	✓	✓	✓	✓
Diversity	Year of birth	1960	1975	1973	1963	1977	1963
	Gender	Male	Female	Male	Male	Female	Female
	Nationality	German	German	German	German	German	German
	Educational background	Industrial master metal-working	Lawyer	Cutting mechanic	Lawyer	Shop mechanic	Lawyer
International experience	Europe	✓		✓	✓	✓	
	United States of America				✓		
	China						
	Asia-Pacific region				✓		
	Latin America				✓		
	Africa				✓		
Professional skills*	Supervisory board and committee work	●●●	●●●	●●●	●●●	●●●	●●
	Management, leadership and strategy	●●	●	●●	●●	●	●
	Human Resources	●●●	●●●	●●●	●●●	●●●	●●●
	Legal, compliance and corporate governance	●●●	●●●	●●●	●●●	●●●	●●●
	Capital market, corporate financing	●●●	●●	●●	●●	●	●

Mergers & Acquisitions (M&A)	●	●	●	●●●	●	●
Accounting (including internal control and risk management systems and sustainability reporting)	●●●	●●	●●	●●	●	●
Auditing of financial statements (including sustainability reporting and auditing)	●●●	●●	●●	●●	●●	●●
Risk management	●●●	●●	●●●	●●●	●●●	●●
IT systems / cybersecurity	●●●	●●	●●●	●●●	●●●	●●
Digitisation	●●	●●	●●	●●	●●●	●
Sales, marketing and after-sales services	●●	●●	●●	●●●	●●	●●
Operations and operational excellence	●●●	●●	●●●	●●	●●	●●
Environment, Social and Corporate Governance (ESG)	●●●	●●	●●●	●●●	●●●	●●
Sector knowledge*						
Machine and plant engineering, preferably printing industry, printing technologies and packaging	Markets and competition	●●●	●●●	●●●	●●●	●
	Products and new technologies, innovation and R & D	●●●	●●●	●●●	●●●	●
Designated expert						
	Financial expert in accordance with section 100 (5) of the German Stock Corporation Act / Recommendation D.3 of the German Corporate Governance Code					

* Self-assessment of the Supervisory Board member

● = Competence level 1 corresponds to basic knowledge

●● = Competence level 2 (in-depth knowledge) corresponds to knowledge acquired through existing qualifications (professional background) or through work as a member of the supervisory board and through regular training courses

●●● = Competence level 3 (expert knowledge) corresponds to thorough knowledge/expertise acquired through existing qualifications (professional background) or as part of the activity as a member of the supervisory board as well as through regular training measures combined with practical operational experience