

# KOENIG & BAUER

Annual General Meeting on May 11<sup>th</sup>, 2021

Agenda Item 6: Elections to the Supervisory Board

Curriculum Vitae

Curriculum Vitae and Profile of Competency

Dipl.-Ing. Matthias Hatschek

**Personal data:**

Place of residence: St. Martin, Austria

Born: 1964

Nationality: Austrian

**Activities in the Supervisory Board Committees:**

- Strategy Committee
- Nominating Committee
- Mediation Committee pursuant to Sec. 27 (3) German Co-Determination Act (Mitbestimmungsgesetz - MitbestG)

**Current full-time occupation:**

- Managing directors in Austrian forestry operations
- Managing director in a real estate development and management company
- Managing director in an industrial and corporate investment company

**Professional background and experience:**

- since 1993 entrepreneurially active as managing partner in various companies
- Extensive expertise in the field of sustainability through many years of operational management of large forestry operations in Austria
- High strategic competence through further development of the family-owned companies through various M&A activities with successful integration of the acquired companies

# KOENIG & BAUER

- Major involvement as a start-up investor with successful start-ups in the fields of information technology, wood pellets and pet supplies

## **Qualification:**

- 1990 Graduation in Forestry, University of Natural Resources and Applied Life Sciences, Vienna
- Degree: Dipl.-Ing.

## **Competency Profile:**

Dipl.-Ing. Matthias Hatschek has been entrepreneurially active since 1993 as managing partner in various companies, currently in Austrian forestry companies, in a real estate development and management company as well as in an industrial and corporate investment company. Due to his many years as a managing director, Mr. Hatschek has extensive management experience. Furthermore, he is a proven expert in the field of sustainability through the operational management of large forestry operations in Austria with planning periods of up to 100 years and a focus on nature conservation. Mr. Hatschek is characterized by a high level of strategic competence, which he has demonstrated through the further development of the family-owned companies through various M&A activities with successful integration of the acquired companies. As a full-blooded entrepreneur, Mr. Hatschek is also involved as a start-up investor with successful company formations in the areas of information technology, wood pellets and animal supplies.

On the Supervisory Board of Koenig & Bauer AG, Mr. Hatschek serves on the Strategy, Nomination and Mediation Committees pursuant to Section 27 (3) MitbestG. Taking into account the competence profile of the Supervisory Board of Koenig & Bauer AG, Mr. Hatschek covers the areas of sustainability and markets/products/communication in particular due to his career and professional experience and, as a holistic entrepreneurial personality, has extensive management experience and strategic competence. With the intended composition, the Supervisory Board as a whole has the knowledge, skills and professional experience required to properly perform its duties, as well as corresponding sector knowledge.

Mr. Hatschek has been a member of the Supervisory Board as a shareholder representative since 2006. In the interests of the Company, Koenig & Bauer does not impose any regular time limit for membership of the Supervisory

# KOENIG & BAUER

Board, so that the individual knowledge and professional qualifications of the Supervisory Board members can be utilized without rigid time restrictions. In particular for the efficiency and restructuring program Performance 2024 extended (P24x), the supervisory board considers Mr. Hatschek's continued participation in the supervisory board to be expedient in terms of continuity. With the intensive involvement of the Supervisory Board and the Strategy Committee, the company set up a performance project from the end of 2019 which was approved by the Supervisory Board in September 2020 as program P24x. With a five-year term, the program is aimed at a large number of operational changes, strategic measures, efficiency improvements and process adjustments. From the company's point of view, it is extremely important that - as far as possible - the Supervisory Board members involved in the decision-making process also accompany implementation into 2024 and beyond, if necessary.