



# SUPERVISORY BOARD INDEPENDENCE MATRIX

Independence criteria according to DJSI / CSA	Diekmann	Snabe	Boissard	Bosse	Eichiner	Hainer
Director must not have been employed by the company in an executive capacity within the last five years.	✓	✓	✓	✓	✓	✓
The director must not accept or have a “Family Member who accepts any payments from the company or any parent or subsidiary of the company in excess of \$60,000 during the current fiscal year or any of the past three fiscal years”. <sup>1)</sup>	✓	✓	✓	✓	✓	✓
The director must not be a family member of an individual who is or during the past three years was employed by the company or by any parent or subsidiary of the company as an executive officer.	✓	✓	✓	✓	✓	✓
The director must not be (and must not be affiliated with a company that is) an adviser or consultant or supplier of the company or member of the company's senior management.	✓	✓	✓	✓	✓	✓
The director must not be affiliated with a significant customer or supplier of the company.	✓	✓	✓	✓	✓	✓
The director must have no personal service contracts with the company or a member of the company's senior management.	✓	✓	✓	✓	✓	✓
The director must not be affiliated with a not-for-profit organization that receives significant contributions from the company.	✓	✓	✓	✓	✓	✓
The director must not have been a partner or employee of the company's outside auditor during the past three years.	✓	✓	✓	✓	✓	✓
The director must not have any other conflict of interest that the board itself determines to mean they cannot be considered independent.	✓	✓	✓	✓	✓	✓

<sup>1)</sup> Other than those payments permitted by SEC Rule 4200 Definitions.