

## Supplementary disclosures for Agenda Item 6 (Election of members of Supervisory Board)

### CVs of candidates

#### Sabine U. Dietrich

Year/place of birth 1960, Munich

#### Career

since 2016	Independent supervisory board member and consultant
since 2008	Various international mandates as non-executive director and supervisory board member, Netherlands, UK, Germany
2012 – 2015	Board Director at BP Europa SE, Bochum
2010 – 2012	Director Safety & Operational Risk, Head of HSSEQ, Head of Ethics & Compliance, bp Europa SE, Bochum
2005 – 2010	Vice President Operations Remediation Management EMEA & Asia Pacific, bp plc., London/UK
2005	Innovation Project Leader “Refining & Marketing India“ bp plc., Mumbai/India
1999 – 2005	Various management roles in Commercial, Asset, M&A Integration, Marketing in Germany/Austria/Switzerland, bp Europa
1997 – 1999	Business Development Manager Vietnam, bp plc., Ho Chi Minh City, Vietnam
1991 – 1997	Various European management roles (incl. Business Improvement Manager, People Task Force Leader, Project Engineer), bp Europa, Brussels/Belgium
1989 – 1990	Product Planner & Project Management, Steigenberger Hotels, Frankfurt



Education/training

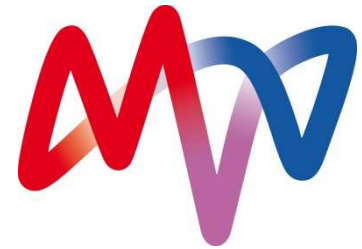
1992	Registration as architect with Chamber of Architects, Berlin
1984 – 1989	TU Berlin, study of engineering (Dipl.-Ingenieur), majoring in construction/architecture
1978 – 1982	A-levels (“Abitur”), evening class, Schule für Erwachsenenbildung SfE, Berlin
1976 – 1978	Commercial training (clerical qualification), Isaria Reisen, Munich

Positions held on statutory supervisory boards:

- Commerzbank AG, Frankfurt am Main
- H&R GmbH & Co. KG aA, Salzbergen

Membership of comparable German and foreign company supervisory bodies:

None

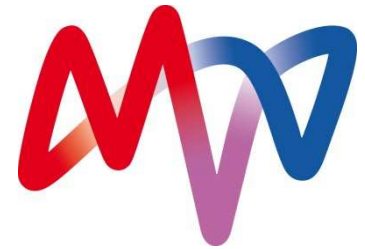


## Martin Friedrich Herrmann

Year/place of birth 1967, Düsseldorf

### Career

since 2020	Business angel & mentor Cooperation with StartupYard accelerator and support for a number of international start-ups as business angel and mentor (including ampere.cloud (D); Myster (D); Neuron Soundware (CZ); 24 Vision System (CZ); Creatixo (CZ); Qoobus (RO); iKast (F)).
2016 – 2019	COO Retail, Executive Board member, innogy SE, Essen, Germany
2012 – 2019	CEO, innogy Česká republika a.s. (until 9/2016: RWE Česká republika a.s.), Prague, Czech Republic
2013 – 2019	CEO, innogy Grid Holding, a.s. (until 9/2016: RWE Grid Holding, a.s.), Prague, Czech Republic
2010 – 2016	CEO, RWE East, s.r.o., Prague, Czech Republic
2007 – 2013	CEO, RWE Transgas, a.s. (since 1/2013: RWE Supply & Trading CZ, a.s.), Prague, Czech Republic
2004 – 2007	CFO, Deputy CEO, RWE Transgas, a.s. (until 4/2005 Transgas, a.s.), Prague, Czech Republic
2002 – 2004	CFO, Executive Board member, Transgas, a.s., Prague, Czech Republic
2001 – 2002	Vice President, Head of Industry Group Utilities, Commerzbank AG, Frankfurt am Main, Germany
2000 – 2001	Project Manager, M&A, Commerzbank AG, Frankfurt am Main, Germany
1995 – 1999	Head of Investment Banking department, Commerzbank AG, Prague Office, Prague, Czech Republic
1994 – 1995	Project Manager Relationship Management Central & Eastern Europe, Commerzbank AG, Frankfurt am Main, Germany & Prague, Czech Republic
1993 – 1994	Trainee, Relationship Management Central & Eastern Europe Commerzbank AG, Frankfurt am Main, Germany & Prague, Czech Republic



Education/training

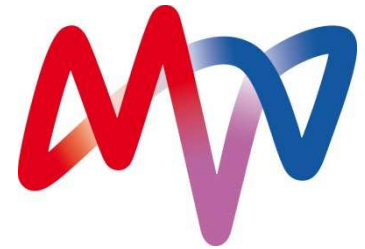
- |             |   |
|-------------|---|
| 1988 – 1993 | Study of economics (Dipl.-Volkswirt), Westfälische Wilhelms-Universität, Münster, Germany           |
| 1986 – 1988 | Bank traineeship, Dresdner Bank AG, Duisburg Branch, Duisburg, Germany; qualification as bank clerk |

Positions held on statutory supervisory boards:

None

Membership of comparable German and foreign company supervisory bodies:

None



## Barbara Hoffmann

Year/place of birth 1955, Neunkirchen/Saar

### Career

since 2018 Self-employed auditor in own firm, Mannheim

since 2017 Partner and Managing Director at 3D GmbH Steuerberatungsgesellschaft, Mannheim / Leipzig

2014 – 2018 Partner and Managing Director at 3D GmbH Wirtschaftsprüfungsgesellschaft, Mannheim / Leipzig

since 1995 Self-employed auditor with own practice, Mannheim

since 1990 Self-employed tax advisor with own practice, Mannheim

1987 – 1990 Managing director of a tax advisory company, Stuttgart

### Education/training

1995 Qualification as auditor

1987 Qualification as tax advisor

1982 – 1985 Postgraduate studies in tax law and tax theory

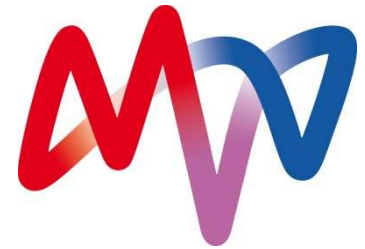
1977 – 1982 Study of business administration (Dipl.-Kauffrau), University of Mannheim,

### Positions held on statutory supervisory boards:

- Berliner Stadtreinigungsbetriebe, Anstalt des öffentlichen Rechts, Berlin

### Membership of comparable German and foreign company supervisory bodies:

None



## Gregor Kurth

Year/place of birth 1981, Cologne

### Career

since 2020	Partner, Infrastructure Investments, First Sentier Investors (formerly First State Investments), London, UK
2019 – 2020	Head of Transactions, Infrastructure Investments, Europe, First Sentier Investors (formerly First State Investments), London, UK
2015 – 2019	Director, Infrastructure Investments, First State Investments, UK
2013 – 2015	Associate Director, Infrastructure Investments, First State Investments, UK
2010 – 2013	Senior Executive, Infrastructure Investments, First State Investments, UK
2008 – 2009	Investment Analyst, 3i Group plc., Frankfurt
2006 – 2008	Analyst, Deutsche Bank AG, Frankfurt

### Education/training

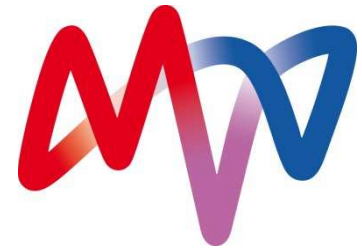
2005 – 2006	Master of Science (M.Sc.) in International Accounting and Finance, Sir John Cass Business School, UK
2002 – 2005	Bachelor of Science (B.Sc.) in International Business Economics, University of Maastricht, Netherlands

### Positions held on statutory supervisory boards:

None

### Membership of comparable German and foreign company supervisory bodies:

- Utilitas Group, Tallinn, Estonia
- Owlcastle Holdings Limited, London, UK



## Dr. Lorenz Näger

Year/place of birth 1960, Ravensburg

### Career

since 2020 Deputy Chairman of Executive Board and Chief Financial Officer of HeidelbergCement AG, Heidelberg

since 2004 Member of Executive Board and Chief Financial Officer of HeidelbergCement AG, Heidelberg

1999 – 2004 Member of Executive Board of PHOENIX Pharmahandel AG, Mannheim

1997 – 1999 Managing Director of PHOENIX International Beteiligungs GmbH, Mannheim

1993 – 1997 Head of Corporate Development, PHOENIX Pharmahandel AG & Co. KG, Mannheim

1991 – 1993 Head of tax department, Ferd. Schulze GmbH & Co KG, Mannheim

1988 – 1991 Assistant at Institute of General Business Administration and Corporate Taxation, University of Mannheim

1987 – 1988 Audit Assistant, Dr. Lipfert GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, Stuttgart

### Education/training

1991 Doctorate and professional qualification as tax advisor

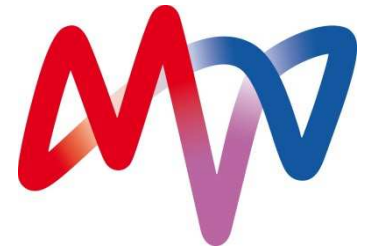
1981 – 1986 Study of business administration, Universities of Regensburg, Swansea (Wales) and Mannheim

### Positions held on statutory supervisory boards:

- PHOENIX Pharma SE, Mannheim

### Membership of comparable German and foreign company supervisory bodies:

- Cimenteries CBR S.A., Brussels, Belgium
- ENCI Holding N.V., 's-Hertogenbosch, Netherlands
- Hanson Pioneer España, S.L.U., Madrid, Spain
- HeidelbergCement Canada Holding Limited, Maidenhead, UK
- HeidelbergCement Holding S.à.r.l., Luxembourg
- HeidelbergCement UK Holding Limited, Maidenhead, UK
- HeidelbergCement UK Holding II Limited, Maidenhead, UK



- Italcementi Fabbriche Riunite Cemento S.p.A, Bergamo, Italy
- Lehigh B.V., 's-Hertogenbosch, Netherlands (Chairman)
- Lehigh Hanson, Inc., Irving, TX, USA
- Lehigh Hanson Materials Limited, Calgary, Canada
- PHOENIX Pharmahandel GmbH & Co. KG, Mannheim, Germany
- PT Indocement Tunggal Prakarsa Tbk., Jakarta, Indonesia
- S.A. Cimenteries CBR, Braine-l'Alleud, Belgium





## Tatjana Ratzel

Year/place of birth 1971, Ludwigshafen am Rhein

### Career

since 2013 Head of Sickness Allowance department at INTER Krankenversicherung AG, Mannheim

2004 Registration as attorney-at-law

since 2002 INTER Versicherungsgruppe, Mannheim Head Office

2001 – 2002 Vereinte Krankenversicherung AG, Health Insurance division, Karlsruhe

2000 – 2001 Mannheimer Versicherung AG, Mannheim Head Office

### Education/training

1999 Second State Examination in Law, graduation as fully qualified lawyer

1997 – 1999 Legal traineeship, Heidelberg District Court

1997 First State Examination in Law

1991 – 1996 Study of law at Mannheim University

### Positions held on statutory supervisory boards:

None

### Membership of comparable German and foreign company supervisory bodies:

None



## Thorsten Riehle

Year/place of birth 1970, Mannheim

### Career

since 1998 Managing Director of Capitol Betriebs GmbH, Mannheim  
1995 – 1997 Producer at GERI Music GbR, Mannheim  
1993 – 1994 Press Spokesman at Johanniter-Unfall-Hilfe e.V. Mannheim

### Education/training

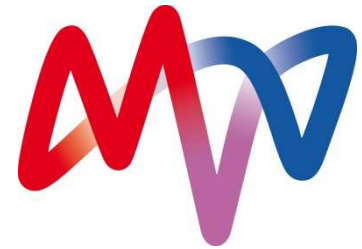
1991 – 1993 Traineeship at Schwetzingen Zeitung / Hockenheim Tageszeitung  
Qualification as newspaper editor in Schwetzingen in 1993

### Positions held on statutory supervisory boards:

None

### Membership of comparable German and foreign company supervisory bodies:

- mg: mannheimer gründungszentren gmbh, Mannheim
- Stadtmarketing Mannheim GmbH, Mannheim



## Dr. Stefan Seipl

Year/place of birth 1962, Linz, Austria

### Career

since 2013	Businessman and independent management consultant
2011 – 2012	CEO at E.ON Slovakia and ZSE a.s., Bratislava, Slovakia
2010 – 2011	CFO and CSO at ZSE a.s., Bratislava, Slovakia
2007 – 2010	Member of management at E.ON Energie AG, Munich Head of divisions including Corporate Development/M&A, International Investments, Energy Industry, Sales & Marketing
2000 – 2007	Various management functions at E.ON Energie AG and E.ON Energie Group, Munich, The Hague, London
1997 – 2000	Head of Gas Division, Bayernwerk AG, Munich
1991 – 1997	Head of Gas Procurement Western Europe, Verbundnetz Gas AG, Leipzig
1990 – 1991	Head of Corporate Development, Erdgasversorgungsgesellschaft GmbH, Leipzig
1987 – 1990	Various functions in gas business at Wintershall AG, Kassel and BASF Corporation, USA

### Education / training

1984 – 1987	Study of business administration at Johannes Kepler University in Linz with Master of Business Administration at Emory University-Goizueta Business School, Atlanta, USA
1980 – 1985	Study of law at Johannes Kepler University in Linz, graduating with doctorate

### Positions held on statutory supervisory boards:

- Ferngas Netzgesellschaft mbH, Schwaig (Chairman)

### Membership of comparable German and foreign company supervisory bodies:

- Nordion Energi AB, Malmö, Sweden