



Profile of required skills and expertise for members of the Supervisory Board of Deutsche Lufthansa AG

The Supervisory Board is to be composed in such a way that ensures qualified control and advice for the Executive Board of Deutsche Lufthansa AG (DLH) in accordance with the German Stock Corporation Act.

First of all, it is imperative that each Supervisory Board member fulfils a set of general requirements. Furthermore, the Supervisory Board is to be composed in such a way that its members collectively possess the knowledge, skills and professional experience required for the proper performance of their duties. It cannot be expected that each individual member of the Supervisory Board possesses all of the necessary knowledge and experience. However, at least one member of the Supervisory Board should be available as an expert point of contact for each aspect of the Supervisory Board's activities, meaning that the extensive knowledge and experience is shown by the Supervisory Board as a whole.

General requirements for Supervisory Board members

- (1) All Supervisory Board members shall have
 - integrity and good character, as well as
 - the willingness and ability for sufficient and substantive engagement.
- (2) Supervisory Board members being an Executive Board Member of a listed company shall not sit on more than two Supervisory Boards of non-Group listed companies or similar bodies.
- (3) Each Supervisory Board member ensures that they have sufficient time to perform their Supervisory Board duties and that they can perform these duties with due regularity and care.

- (4) No Supervisory Board member may carry out board or advisory functions for a key competitor.
- (5) Before a candidate is nominated, a review will be conducted of the candidate's business and personal relations to DLH, its governing bodies, any shareholder with a sizeable investment in DLH and the Group's competitors. These relations shall be disclosed as far as they may cause a conflict of interest.

Requirements for the composition of the Supervisory Board as a whole

- (1) The Supervisory Board shall consist of at least eight independent shareholder representatives. Supervisory Board members are deemed to be independent if – from the point of view of the Supervisory Board member – they have no significant business or personal relations to DLH, its governing bodies, any controlling shareholder of DLH or a company affiliated with such a shareholder that may cause a conflict of interest.
- (2) No more than two former members of the Executive Board shall belong to the Supervisory Board.
- (3) As a general rule, members of the Supervisory Board should not stand for more than three periods in office or 15 years, respectively.
- (4) In principle, no individual having reached the age of 70 should be nominated for election to the Supervisory Board.



Requirements regarding the knowledge, skills and professional experience of the Supervisory Board as a whole/diversity concept

When searching for qualified members of the Supervisory Board, attention shall be paid to achieving sufficient diversity. When preparing nominations for election, the impact of different and mutually complementary professional profiles, professional backgrounds and life experience, as well as a balanced mix of ages, different personalities and the appropriate representation of both genders, should be considered on a case-by-case basis. In accordance with legal requirements, a gender quota of 30% is to be maintained, both for the Supervisory Board as a whole as well as according to the principle of separate fulfilment.

Requirements for shareholder representatives

The following requirements constitute the basis for the selection process of the Nomination Committee, proposing suitable candidates to the Supervisory Board for its nomination to the Annual General Meeting.

As a whole, the Supervisory Board shall be knowledgeable about the aviation sector. Furthermore, the members of the Supervisory Board shall meet the following requirements:

- expertise in the areas of accounting or auditing (financial expert), internal control processes and the capital market (at least 2 members);
- experience in the management or supervision of listed companies or similar organisations (at least 6 members);
- experience in the areas of marketing, sales, customer relations (at least 4 members);
- experience in the areas of HR, organisation (at least 4 members);
- experience in the areas of politics, industry associations or science (at least 2 members);
- experience in the area of digitalisation (at least 2 members);
- experience in the area of sustainability (at least 2 members);
- experience in the area of legal affairs and compliance (at least 2 members).

While paying due regard to the aforementioned requirements, care shall be taken to ensure a reasonably international composition of the Supervisory Board, e.g. by seeking members with extensive professional experience outside Germany.

Current composition

In its current composition, the Supervisory Board fulfils the objectives detailed above. As a whole, the Supervisory Board is knowledgeable about the aviation sector. As a whole, its members contribute a broad range of specialist knowledge to the Supervisory Board's work and possess international experience and specialist knowledge of one or more of the Company's key markets outside Germany.

The ages of the current Supervisory Board members range from 42 to 69. The average age is 55.

Furthermore, it is the assessment of the Supervisory Board that none of the shareholder representatives currently show any indication of relevant circumstances or relationships that could give rise to a significant and lasting conflict of interest. Karl-Ludwig Kley is the only former member of the Executive Board that belongs to the Supervisory Board. No members of the Supervisory Board exercise board or advisory functions at a significant competitor or belong to the Supervisory Board for more than ten years.

The Supervisory Board member Matthias Wissmann is a partner at the law firm Wilmer Cutler Pickering Hale and Dorr LLP. In the past, the Lufthansa Group has had advisory contracts with Wilmer Cutler Pickering Hale and Dorr LLP and will probably continue to do so in the future. Matthias Wissmann does not advise the Lufthansa Group as part of these contracts. Furthermore, Wilmer Cutler Pickering Hale and Dorr LLP has confirmed in writing that it has taken organisational steps to ensure that fees from advisory work for the Lufthansa Group are not taken into account either directly or indirectly in determining the remuneration that Matthias Wissmann receives from the law firm. The aforementioned Supervisory Board member therefore has no potential conflict of interests and there is no question of his independence, and the Supervisory Board's approval of these advisory contracts is not required.

The Supervisory Board report contains information on any conflicts of interest that arose during the financial year.

The statutory gender quota of 30% has been achieved on both the shareholder and employee side.