



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).

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 and shall not accept the Chairmanship of a Supervisory Board of a non-Group listed company.
 - (3) Supervisory Board members, who are not a member of any Management Board of a listed company shall not accept more than five Supervisory Board mandates at non-Group listed companies or comparable functions, with an appointment as Chair of the Supervisory Board being counted twice.
 - (4) 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.
- ### Requirements with regard to independence
- (1) The Supervisory Board shall consist of at least eight independent shareholder representatives. Supervisory Board members are deemed to be independent if they are independent from the Company and the Executive Board and from any controlling shareholder. This is the case, if the Supervisory Board member itself or a close family member is not a controlling shareholder or does belong to the Management Board of a controlling shareholder and has no significant business or personal relations to DLH, a member of the DLH Executive Board or any controlling shareholder of DLH that may cause a substantial and not merely temporary conflict of interest.
 - (2) When assessing the independence of the members the Supervisory Board particularly takes into consideration whether the respective Supervisory Board Member or a close family member
 - a. has been a member of the DLH Executive Board in the three years prior to appointment;
 - b. is a close family member of a member of the DLH Executive Board;
 - c. is currently maintaining or has maintained a material business relationship with DLH or one of the entities dependent upon DLH (e.g. as customer, supplier, lender or advisor) in the year up to the appointment, directly or as a shareholder or in a leading position of a non-Group entity.
 - d. has been a member of the Supervisory Board for more than 12 years.
 - (3) The Chairmen of the Supervisory Board, the Audit Committee and the Steering Committee must be independent of the company and the Executive Board. The Chairman of the Audit Committee must furthermore be independent of a controlling shareholder. The Chairman of the Supervisory Board must not chair the Audit Committee.
 - (4) In total, no more than two former members of the Executive Board shall belong to the Supervisory Board.
 - (5) No Supervisory Board member shall be member of governing bodies or exercise advisory functions at significant competitors or shall hold any personal relationship with a significant competitor.



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 genders, should be considered on a case-by-case basis.

- (1) In accordance with legal requirements, the Supervisory Board is composed of at least 30% women and at least 30% men, both as a whole as well as according to the principle of separate fulfilment.
- (2) The Supervisory Board shall include an appropriate number of members who have many years of international experience or special expertise in one or more markets outside Germany that are important for the Company.
- (3) In principle, no individual having reached the age of 72 should be nominated for election to the Supervisory Board.
- (4) A member shall not be a member of the Supervisory Board for longer than 12 years.

Competence profile for the entire board

The following requirements especially 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 sector air traffic. Furthermore, the members of the Supervisory Board shall meet the following requirements:

- experience in the management or supervision of listed companies or similar organisations (at least 5 members);
- experience in the areas of marketing, sales, customer relations, brand management (at least 3 members);
- experience in the areas of politics, industry associations (at least 2 members);
- expertise in the areas of accounting (at least 1 member) or auditing (at least one additional member) in each case including knowledge in relation to sustainability reporting;
- Expertise in the area internal control processes, capital market (at least 2 members);
- experience in the area of digitalisation (at least 3 members);
- experience in the areas of HR, organisation (at least 3 members);
- experience in the area of sustainability / ESG topics with significance for the company (at least 3 members);
- experience in the area of legal affairs and compliance (at least 1 member).