

Qualification matrix for the Supervisory Board of Deutsche Lufthansa AG (Status as of September 2024)

		Karl-Ludwig Kley	Christine Behle	Tim Busse	Erich Clementi	Thomas Enders	Karl Gernandt	Sara Grubisic	Sara Hennicken	Christian Hirsch	Jamila Jadran
Membership length	Member since	07.05.2013	07.05.2013	29.07.2023	05.05.2020	05.05.2020	09.05.2023	29.07.2023	07.05.2024	29.07.2023	29.07.2023
Personal aptitude	Independence ¹	✓	***	***	✓	✓	✓	***	✓	***	***
	No overboarding ²	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Diversity	Date of birth	11.06.1951	12.07.1968	06.11.1973	05.12.1958	21.12.1958	21.07.1960	27.08.1971	15.07.1980	21.12.1959	19.06.1983
	Gender	male	female	male	male	male	male	female	female	male	female
	Nationality	German	German	German	Italian / US-ameri.	German	German	German / Croatian	German	German	German
International experience		✓	✓		✓	✓	✓		✓		
Professional aptitude	Aviation	✓	✓	✓		✓		✓		✓	✓
	Marketing / sales / customers / brand management				✓	✓	✓	✓			✓
	Politics / Association work	✓	✓		✓	✓	✓	✓		✓	
	Management / CEO experience	✓	✓		✓	✓	✓		✓		
	Supervision of companies	✓	✓		✓	✓	✓		✓		
<i>Financial Expert</i>	Accounting	✓					✓		✓		
	Auditing	✓					✓		✓		
	Internal control procedures / capital markets	✓				✓	✓		✓		
	Digitisation / IT				✓	✓			✓		✓
	Personal / Organisation	✓	✓	✓	✓	✓	✓		✓	✓	
	Sustainability / ESG				✓	✓			✓		
	Legal & Compliance	✓					✓	✓	✓		

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		Arne Christian Karstens	Carsten Knobel	Holger Benjamin Koch	Harald Krüger	Marvin Reschinsky	Birgit Rohleder	Britta Seeger	Astrid Stange	Angela Titzrath	Klaus Winkler
Membership length	Member since	29.07.2023	09.01.2018	08.05.2018	05.05.2020	29.07.2023	08.05.2018	04.05.2021	05.05.2020	02.09.2020	08.05.2018
Personal aptitude	Independence ¹	***	✓	***	✓	***	***	✓	✓	✓	***
	No overboarding ²	✓	✓	✓	✓	✓	✓	✓	✓		✓
Diversity	Date of birth	18.09.1983	11.01.1969	08.10.1976	13.10.1965	27.10.1992	21.09.1960	25.09.1969	27.12.1965	30.04.1966	29.12.1973
	Gender	male	male	male	male	male	female	female	female	female	male
	Nationality	German	German	German	German	German	German	German	German	German	German
International experience			✓		✓			✓	✓	✓	
Professional aptitude	Aviation	✓		✓		✓	✓				✓
	Marketing / sales / customer relations / brand management		✓		✓			✓	✓	✓	
	Politics / industry associations	✓	✓		✓	✓	✓		✓	✓	✓
	Management / CEO experience		✓		✓			✓	✓	✓	
	Supervision of companies		✓		✓	✓	✓	✓	✓	✓	
	<i>Financial Expert</i>	Accounting		✓	✓	✓					✓
	Auditing		✓		✓						
	Internal control procedures / capital market		✓	✓	✓			✓		✓	
	Digitalisation / IT		✓		✓		✓	✓	✓	✓	
	HR / Organisation	✓	✓	✓	✓		✓	✓	✓	✓	
	Sustainability / ESG		✓		✓			✓		✓	
	Legal & Compliance									✓	

¹ According to the German Corporate Governance Code, based on the assessment of the shareholder representatives of the Supervisory Board.

² According to Section 100 (5) AktG and the recommendation of the German Corporate Governance Code.

*** In accordance with the German Corporate Governance Code the employee representatives' indication of independence is not required.