

# Competence Profile for tonies' Supervisory Board according to Election Proposal

		Christian Bailly	Helmut Jeggle	Alexander Kudlich	Alexander Schemann	Erika Wykes-Sneyd
Current Term	Initial Election	2021	2021	2021	2021	2023
	End of Term	2024	2024	2024	2024	2024
Independence	Independence*	No	Yes	Yes	No	Yes
	No "Overboarding"***	Yes	Yes	Yes	Yes	Yes
Diversity	Date of Birth	19.12.1981	07.09.1970	05.02.1980	20.02.1977	28.04.1983
	Gender	Male	Male	Male	Male	Female
	Nationality	German	German	German	German	US
Expertise / Experience	Strategy & Corporate Development	+	+	+	+	+
	International Experience	+	+	+	+	+
	Organisation & Human Resources	+	+	+	+	+
	Brand / Marketing	+		+	+	+
	Go to Market / Sales / International Growth	+	+	+	+	+
	Product / Technology / Innovation	+	+	+	+	+
	Capital Markets / Listed Companies	+	+	+	+	+
	Corporate Governance	+	+	+	+	+
	Risk Management & Compliance	+	+	+	+	+
	Finance	+	+	+	+	+
	Financial Expert***	+	+	+	+	+
	Sustainability / ESG	+	+	+	+	+
	Industry expertise relevant to tonies	+	+	+	+	+

\* According to Rules of Procedure of tonies SE

A member will not be considered independent if he/she has a personal or business relationship with the Company, its subsidiaries, its governing bodies, a controlling shareholder or a company affiliated with a controlling shareholder that may cause a substantial and not merely temporary conflict of interest.

\*\* According to German Corporate Governance Code C.4, C.5

\*\*\* According to German Corporate Governance Code D.3

+ Criteria met, based on self-assessment of the Supervisory Board. A plus (+) means at least "good knowledge" and thus the ability to understand the relevant issues and make informed decisions on the basis of existing qualifications, knowledge and experience acquired as part of the work as a Supervisory Board member (e.g. many years of work on the Audit Committee) or regular further training measures.