

Profile of skills, expertise and diversity for our Supervisory Board



In their entirety, the Supervisory Board elected in 2019 **fulfills the profile of skills, expertise and diversity** (see box and our Annual Report). In general, newly elected members complete a comprehensive **on-boarding process**.

Profile of skills,
expertise and
diversity



| Profil | erfüllt |
|---------------------------------------|---------|
| Important fields | ✓ |
| Main sales geographies | ✓ |
| Management experience | ✓ |
| Experience in business administration | ✓ |
| External supervisory & control boards | ✓ |
| Percentage of women | ✓ |
| Digital | ✓ |
| ESG | ✓ |

The **Profile of Skills, Expertise and Diversity** for our Supervisory Board aims at:

- Min. 4 members with experience in **main important fields** of Merck KGaA, Darmstadt, Germany (HC, LS, PM)
- Min. 3 members with experience in our **main sales geographies** (Europe, Americas, Asia-Pacific)
- Min. 3 members with **management experience** in medium- to large-sized companies
- Min. 4 members who have in-depth knowledge of **business administration**
- Min. 4 members which are also members in other **external supervisory and control boards**
- A **percentage of women** of min. 37,5%