



COMMERZBANK

Qualification matrix shareholder representatives¹

(In accordance with the nomination of the Supervisory Board of Commerzbank Aktiengesellschaft for the Annual General Meeting 2023)

I = Basic knowledge ² II = Good knowledge ³ III = Expert knowledge ⁴	Classification ✓ = objective met	Harald Christ	Sabine U. Dietrich	Burkhard Keese	Dr. Gertrude Tumpel-Gugerell	Frank Westhoff
Length of service						
Member since			2015	2021	2012	2021
Personal suitability						
Regulatory requirements met		✓	✓	✓	✓	✓
Experience as a banking executive / member of executive board / management experience		✓	✓	✓	✓	✓
Independence		✓	✓	✓	✓	✓
No overboarding		✓	✓	✓	✓	✓
Number of other supervisory board mandates ⁵		1	2	0	3	0
Soft skills (authenticity, loyalty, ability to work in a team, sense of responsibility, persuasiveness, communication, discussion, decision-making skills, commitment, ability to work under pressure)		✓	✓	✓	✓	✓
Diversity						
Gender		m	f	m	f	m
Nationality		D	D	D	A	D
Year of birth		1972	1960	1966	1952	1961
Skills, experience and professional suitability						
Financial markets and banking		II	II	II	III	III
Business strategy and planning		III	III	II	III	III
Regulatory matters / legal framework		II	II	II	III	III
Risk management (incl. ICS and auditing) / controlling		II	III	II	III	III
Compliance (incl. money laundering / terrorist financing)		II	III	III	II	III
Accounting (incl. sustainability reporting and auditing thereof)		II	II	III	II	II
Audit of financial statements (incl. sustainability reporting and auditing thereof)		II	II	III	II	II
Digitalisation, technology and data security		II	III	II	I	II
ESG, especially regarding						
a) sustainable corporate governance / sustainable banking		II	II	II	III	I
b) corporate social responsibility (CSR)						
c) ESG risks						
Assessing the effectiveness of a bank's regulations in terms of effective governance/supervision/control		II	II	II	III	III

¹ Based on a self-assessment.

² Basic knowledge: sound basic knowledge in essential parts of the subject area, acquired through e.g. training or practical experience.

³ Good knowledge: extensive knowledge in relation to the entire subject area or specialised knowledge in parts of the subject area, acquired through many years of practical experience.

⁴ Expert knowledge: expert knowledge in the entire subject area, acquired through a role as a decision-maker.

⁵ Number of board mandates as of 20 April 2023 to be taken into account for supervisory or regulatory purposes.

I = Basic knowledge ² II = Good knowledge ³ III = Expert knowledge ⁴	Classification ✓ = objective met	Dr. Frank Czichowski	Dr. Jutta A. Dönges	Daniela Mattheus	Caroline Seifert	Dr. Jens Weidmann
Length of service						
Member since		2020	2020	2021	2021	
Personal suitability						
Regulatory requirements met		✓	✓	✓	✓	✓
Experience as a banking executive / member of executive board / management experience		✓	✓	✓	✓	✓
Independence		✓	✓	✓	✓	✓
No overboarding		✓	✓	✓	✓	✓
Number of other supervisory board mandates ⁵		1	1	2	0	0
Soft skills (authenticity, loyalty, ability to work in a team, sense of responsibility, persuasiveness, communication, discussion, decision-making skills, commitment, ability to work under pressure)		✓	✓	✓	✓	✓
Diversity						
Gender		m	f	f	f	m
Nationality		D	D	D	D	D
Year of birth		1960	1973	1972	1966	1968
Skills, experience and professional suitability						
Financial markets and banking		III	III	II	I	II
Business strategy and planning		II	III	I	III	III
Regulatory matters / legal framework		II	III	II	I	III
Risk management (incl. ICS and auditing) / controlling		III	III	III	I	II
Compliance (incl. money laundering / terrorist financing)		II	III	II	II	III
Accounting (incl. sustainability reporting and auditing thereof)		II	III	III	I	II
Audit of financial statements (incl. sustainability reporting and auditing thereof)		II	III	II	I	II
Digitalisation, technology and data security		II	I	I	III	II
ESG, especially regarding						
a) sustainable corporate governance / sustainable banking		III	II	II	II	III
b) corporate social responsibility (CSR)						
c) ESG risks						
Assessing the effectiveness of a bank's regulations in terms of effective governance/supervision/control		II	III	III	I	III

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