

Annex to item 7 of the agenda:

CV of Frédéric Pflanz

Frédéric Pflanz

Personal Information

Year of Birth: 1968
Nationality: Franco-German
Profession: GeschäftManaging Director/Chief Financial Officer, maxingvest GmbH & Co. KGaA, Hamburg (Germany)

Career

since 12/2020 maxingvest GmbH & Co. KGaA (formerly maxingvest AG), Hamburg (Germany)
Managing Director/Chief Financial Officer

2018-2020 Aрызta AG (Switzerland)
Chief Financial Officer
various internal mandates within the Aрызta Group

2015-2017 maxingvest GmbH & Co. KGaA (formerly maxingvest AG), Hamburg (Germany)
Member of the Executive Board

2010-2014 Rémy-Cointreau Group

2014: Director of External Development
2010-2014: Chief Financial Officer & Chief Operating Officer

1992-2010 L'Oréal Group

2006-2010: Chief Financial Officer, Global Consumer Products Division
2003-2006: Chief Financial Officer, Asia Zone
1998-2002: Chief Financial Officer, Consumer Products Division Europe
1992-1998: Various leading positions in financial management at L'Oréal Germany

Education

1992 Graduate Business Economist, ESB Business School, Reutlingen University (Germany)

1992 Bachelor of Business Administration in European Studies (DESEM) - CESEM, Neoma Business School, Reims (France)

Memberships in statutory supervisory boards in Germany

none

Memberships in comparable boards

none

Material other activities

Chairman of the Advisory Board (*Beirat*), Meridian Stiftung, Essen (Germany)