

AREAS OF EXPERTISE AND TARGETS FOR SUPERVISORY BOARD COMPOSITION AT PROSIEBENSAT.1 MEDIA SE

Member	SKILLS PROFILE								FURTHER TARGETS FOR COMPOSITION		Duration of Supervisory Board membership
	Management experience in listed companies <sup>1</sup>	Management experience in transformation <sup>2</sup>	Industry experience in existing business fields <sup>3</sup>	Industry experience in new business fields <sup>4</sup>	Financial experience <sup>5</sup>	People Development <sup>6</sup>	Corporate Governance experience <sup>7</sup>	Sustainability <sup>8</sup>	Independence acc. To GCGC <sup>9</sup>	Share of Women*	
Lawrence Aidem	●		●	●					●		2014
Bert Habets**	●	●	●	●	●	●	●	●	●		2022
Dr. Marion Helmes	●				● (a)	●	●		●	●	2014
Erik Huggers	●	●	●	●		●			●		2014
Marjorie Kaplan	●	●	●	●		●		●	●	●	2018
Ketan Mehta			●	●	●				●		2015
Dr. Antonella Mei-Pochtler		●	●	●		●	●	●	●	●	2020
Prof. Dr. Rolf Nonnenmacher					● (b)	●	●		●		2015
Dr. Andreas Wiele	●	●	●	●		●	●	●	●		2022
<b>Sum</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>3</b>	<b>9</b>	<b>3</b>	

1) Experience in the management of a listed, internationally operating company.

2) Experience in the transformation of media companies towards a digital group

3) In-depth understanding for ProSiebenSat.1 Group's different business areas - particularly content and broadcasting, distribution, digital entertainment - in particular streaming, e-commerce, and production - and of the Group's market environment and media regulation/policy

4) In-depth knowledge in the field of digital business development, digital diversification and platform strategies (such as addressable TV), data and advertising technology, and M&A

5) (a) Expert in accounting and control systems; (b) expert in auditing.

6) In-depth knowledge in the fields of human resources development and management

7) In-depth knowledge in the fields of risk management, governance and compliance.

8) In-depth knowledge in the implementation of a sustainability strategy with a strong focus on social responsibility and public value, in particular due to the scope of a media company.

9) Definition: 30%

\*) Definition: 1/3

\*\*\*) Resignation as of October 31, 2022