

THE SUPERVISORY BOARD INFORMS



August 2023

**Dear Members,
Ladies and Gentlemen,**

we would like to take this opportunity to inform you about the work of the Supervisory Board in the recent months.

Partial retirement Ansgar Herrmann:

From September 1st, 2024 to February 28th, 2026 Mr. Herrmann will continue to work for ZEL eG as a member of the Executive Board unchanged, i.e. with his previous weekly working hours. From March 1st, 2026 to August 31st, 2027 Mr. Herrmann will be released from his duties.

Successor to Ansgar Herrmann:

At the end of June, the interviews for Ansgar Herrmann's successor to the board of directors took place on the premises of W. R. Lang GmbH in Neuwied. Laura Lang and Michael Busiek from the Supervisory Board took part in the discussions. The moderator was Mr Johannes Ries, ZEL's contact person for the ZEL at the cooperative association. A total of six candidates made it into the first round of introductions. A total of four applicants were convincing, but the second round of interviews at the beginning of August was only conducted with the two applicants who received the highest rating in the first interview. The second round of interviews took place in Bochum in the presence of the entire Supervisory Board as well as Ansgar Herrmann and Virginia Moreno. A clear favourite emerged with whom a third round of talks will then finally take place. We will keep you informed of further developments.

Successor to Maximilian Leitenstern:

As announced at the General Assembly, there were already negotiations at this point. Contract negotiations have dragged on a bit due to vacation time and illness. We ask you to excuse this circumstance, as we spoke at the General Assembly of informing you promptly about Mr. Leitenstern's successor.

Now the time has finally come and we are very pleased to be able to introduce you to Ms Virginia Moreno as the new board member of ZEL eG from September 1st, 2023. We wish Ms Moreno all the best and every success in her new tasks.

Farewell to Maximilian Leitenstern:

On August 23, 2023, the farewell ceremony for Mr Leitenstern took place at the premises in Bochum. We would like to thank Mr. Leitenstern very much for his services in the recent years as a member, as Chairman of the Supervisory Board and most recently as a member of the Board of Directors for ZEL eG and wish him all the best in the future.

Meeting EURO and ZEL

At the beginning of July, the managing director and the supervisory body of the EURO Leder association met with the board of directors and the supervisory board of ZEL in Bochum. First, they visited the ZEL warehouse, which was very well received by the representatives of the EURO Leder association. In the subsequent joint discussion, the main focus was on getting to know each other and building a basis of trust on which further discussions can be built. A catalogue of questions was drawn up, which is to be worked on by both sides until the next meeting - at the end of 2023.

The individual members of the Supervisory Board and the Executive Board will be happy to answer any questions you may have.

Laura Lang

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