



## R. STAHL AG – GENDER QUOTE

The Supervisory Board made the following determinations during its meeting on June 1, 2017:

**Supervisory Board:** On the capital side, the Supervisory Board has two female members. This corresponds to a ratio of 22.22%. The current term of office expires at the end of the Annual General Meeting in 2023. Until then, changes in the composition are not to be anticipated. Therefore, the target is 22.22%. This corresponded to the actual conditions at the time of the determination. Currently, the proportion of women on the Supervisory Board is 33.33%.

**Executive Board:** With regard to the current and future desired composition of the Executive Board, the target for the Executive Board is 0%. This is also currently being fulfilled.

At the same time, the Executive Board of R. STAHL AG made the following determinations for the two management levels below the Executive Board:

The proportion of women in the first level below the Executive Board is 0%, and 14% in the second level. This corresponded to the actual conditions at the time of the determination. Currently, the proportion of women in the first level below the Executive Board is 15%, and 4% in the second level.



## R. STAHL SCHALTGERÄTE GMBH – GENDER QUOTE

In a resolution passed on 10 April 2018, the shareholders' meeting established the following:

**Supervisory Board:** The R. STAHL Schaltgeräte GmbH Supervisory Board consists of three members and is co-determined in accordance with Germany's One-Third Participation Act (Drittelbeteiligungsgesetz). It currently has no female members. The term of office only began in 2015 and will run until 2020. There are no changes intended. Therefore, the target is 0 %.

**Board of Management:** R. STAHL Schaltgeräte GmbH Management currently consists of two non-female members. There are no changes intended. So the target is 0 %.

The Board of Management has established the following for the two management levels below the Board of Management:

The target for the first level below the Board of Management is 0% and for the second level, it is 11%. This corresponds to the situation at the time when the decision was taken. Currently, the share of women at the first and the second level below the Board of Management is 0%.