

Qualification Matrix
Status of Implementation of the Skills and Diversity Profile

	Claus von Hermann	Florian Hohenwarter	Johannes Meier	Doreen Nowotne	Karin Sonnenmoser	Klaus Stahlmann	Klaus Refle	Sascha Dudzik	Lothar Evers	Adela Lieb	Ferdije Rrecaj	Mario Sommer
Duration of membership												
member	since 01.09.2023	since 07.03.2024	since 01.09.2023	since 26.06.2024	since 26.06.2024	since 01.09.2023	since 01.09.2023	since 01.09.2023	since 01.09.2023	since 01.09.2023	since 11.06.2024	since 01.09.2023
Control limit of membership	until the Annual General Meeting 2028	until the Annual General Meeting 2028	until the Annual General Meeting 2028	until the Annual General Meeting 2028	until the Annual General Meeting 2028	until the Annual General Meeting 2028	until the next election of employees (presumably 2028)	until the next election of employees (presumably 2028)	until the next election of employees (presumably 2028)	until the next election of employees (presumably 2028)	until the next election of employees (presumably 2028)	until the next election of employees (presumably 2028)
Diversity												
Year of birth	1974	1976	1984	1972	1969	1960	1966	1977	1968	1976	1976	1981
Standard age limit	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Gender	m	m	m	f	f	m	m	m	m	f	f	m
Educational and professional background	Business administration/ Investment Advisory	Electrical engineering	Business administration/ Investment Advisory	Business administration/ Consulting	Business administration/ Finance	Business engineer	Machinist	Industrial mechanic/ Commercial and Labor Law	Industrial machinist	Business Administration/Finance	Adult education	Production technology
Nationality	German	German	German/ Austrian	German	German	German	German	German	German	German	German	German
Personal Aptitude												
Independence	-	✓	-	✓	✓	✓	AN	AN	AN	AN	AN	AN
According to the assessment of the shareholder representatives, the supervisory board has an appropriate number of independent members.												
No overboarding	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Knowledge, skills and professional experience												
Management of companies associations and networks	•••	•••	••	•••	•••	•••	•	•••	••	•	•••	•
Knowledge of the sector	•••	•••	•••	••	••	•••	••	•	••	•••	••	•
Finance	•••	••	•••	•••	•••	•••	••	••	•	•••	••	•
Balancing	•••	•	•••	•••	•••	••	••	••	•	•••	••	•
Accounting	•••	•	•••	••	•••	••	••	••	•	•••	••	•
Risk management	••	••	••	•••	•••	••	•	••	•	•	•••	•
Legal Affairs	••	••	••	•	••	••	•	••	•	•	•••	•
Compliance	••	••	••	••	•••	•••	•	••	•	•	•••	•
Expertise in the area of financial reporting			✓		✓					✓	✓	
Expertise in the area of auditing			✓	✓	✓					✓	✓	
Sustainability issues important to RENK Group AG	•	••	•	••	•••	•	••	•	••	•	•••	••
Operations (including e.g. production, innovation, research and development and technology)	••	•••	••	•	••	•••	••	••	••	•	•••	••
Legal issues, Human resources and society	••	••	••	••	••	••	•	••	••	•	•••	•
Security and/or defence industry	••	•••	••	••	•	••	•	•	•	•	••	•
Expertise and experience in economic sectors outside of RENK Group AG	•••	•••	•••	•••	•••	•••	•	••		•	•••	•

AN = members of the supervisory board for the employees according to § 96 Abs. 1 AktG in connection with MitbestG
 The qualification matrix is based on a self assessment of the members of the supervisory board:

- Basic knowledge
 - Advanced knowledge
 - Expertise
- sound basic knowledge in essential areas of the field, acquired through trainings an practical experience.
 extensive knowledge acquired through longstanding practical experience related to the entire field or expertise in parts of the field.
 expert knowledge in the entire field, acquired through funtions of decision-maker.