

Qualification Matrix  
Implementation status of the skills and diversity profile

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|--|--|-----------------------------|--|-------------------------------------|----------------------------------|-----------------------------|---|---|---|---|---|---|
| <b>Length of membership</b>  |  |                             |  |                                     |                                  |                             |   |   |   |   |   |   |
| Member   | since Sept 1, 2023                           | since Mar 7, 2024           | since Sept 1, 2023                           | since June 26, 2024                 | since June 26, 2024              | since Sept 1, 2023          | since Sept 1, 2023                      | since Sept 1, 2023                          | since Sept 1, 2023                      | since Sept 1, 2023                      | since June 11, 2024                     | since Sept 1, 2023                      |
| Regular term of office ends  | Annual General Meeting 2028                  | Annual General Meeting 2028 | Annual General Meeting 2028                  | Annual General Meeting 2028         | Annual General Meeting 2028      | Annual General Meeting 2028 | next employee elections (expected 2026) | next employee elections (expected 2026)     | next employee elections (expected 2026) | next employee elections (expected 2026) | next employee elections (expected 2026) | next employee elections (expected 2026) |
| <b>Diversity</b>   |  |                             |  |                                     |                                  |                             |   |   |   |   |   |   |
| Born   | 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/ professional background   | Business administration/ Investment Advisory | Electrical engineering      | Business administration/ Investment Advisory | Business administration/ Consulting | Business administration/ Finance | Industrial engineer         | Machine tool operator                   | Industrial mechanic/ Business and labor law | Industrial machinist                    | Business administration/ Finance        | Adult education                         | Production engineering                  |
| Nationality  | German                                       | German                      | German/Austrian                              | German                              | German                           | German                      | German                                  | German                                      | German                                  | German                                  | German                                  | German                                  |
| <b>Personal aptitude</b>   |  |                             |  |                                     |                                  |                             |   |   |   |   |   |   |
| Independence   | ✓  | ✓                           | ✓  | ✓                                   | ✓                                | ✓                           | EM                                      | EM  | EM                                      | EM                                      | EM                                      | EM                                      |
| In the opinion of the shareholder representatives, the Supervisory Board has an appropriate number of independent members. |  |                             |  |                                     |                                  |                             |   |   |   |   |   |   |
| No overboarding  | ✓  | ✓                           | ✓  | ✓                                   | ✓                                | ✓                           | ✓                                       | ✓   | ✓                                       | ✓                                       | ✓                                       | ✓                                       |
| <b>Knowledge, skills and professional experience</b>   |  |                             |  |                                     |                                  |                             |   |   |   |   |   |   |
| Leadership of companies, associations and networks   | ***  | ***                         | **   | ***                                 | ***                              | ***                         | *                                       | ***   | ***                                     | *                                       | ***                                     | *                                       |
| Sector knowledge   | ***  | ***                         | ***  | **                                  | **                               | ***                         | *                                       | *   | **                                      | ***                                     | **                                      | **                                      |
| Finance  | ***  | **                          | ***  | ***                                 | ***                              | **                          | **                                      | **  | *                                       | ***                                     | ***                                     | *                                       |
| Financial reporting  | ***  | **                          | ***  | ***                                 | ***                              | **                          | **                                      | **  | *                                       | ***                                     | **                                      | *                                       |
| Accounting   | ***  | **                          | ***  | **                                  | ***                              | **                          | **                                      | **  | *                                       | ***                                     | **                                      | *                                       |
| Risk management  | **   | **                          | **   | ***                                 | ***                              | ***                         | *                                       | **  | *                                       | **                                      | ***                                     | *                                       |
| Legal  | **   | **                          | **   | **                                  | **                               | **                          | *                                       | **  | *                                       | *                                       | ***                                     | *                                       |
| Compliance   | **   | **                          | **   | **                                  | ***                              | ***                         | *                                       | **  | *                                       | *                                       | ***                                     | *                                       |
| Particular expertise in the field of accounting  |  |                             | ✓  |                                     | ✓                                |                             |   |   |   | ✓                                       | ✓                                       |   |
| Particular expertise in the field of auditing  |  |                             | ✓  | ✓                                   | ✓                                |                             |   |   |   | ✓                                       | ✓                                       |   |
| Significant sustainability issues for RENK Group AG  | *  | **                          | *  | **                                  | ***                              | *                           | **                                      | *   | **                                      | **                                      | ***                                     | **                                      |
| <b>Operations</b> (including e.g. production, innovation, research and development, technology)                            | **   | ***                         | **   | **                                  | **                               | ***                         | **                                      | **  | **                                      | *                                       | ***                                     | **                                      |
| Legal, HR and society  | **   | **                          | **   | **                                  | **                               | **                          | *                                       | **  | **                                      | **                                      | ***                                     | *                                       |
| Security and/or defence industry   | **   | ***                         | **   | **                                  | **                               | **                          | *                                       | *   | **                                      | *                                       | **                                      | *                                       |
| Specialist knowledge and experience in industry sectors outside Renk Group AG  | ***  | ***                         | ***  | ***                                 | ***                              | ***                         | *                                       | **  | *                                       | *                                       | ***                                     | *                                       |

EM = Supervisory Board members elected by the employees in accordance with Section 96(1) German Stock Corporation Act in conjunction with the German Co-Determination Act  
The qualification matrix is based on the self-assessment of the Supervisory Board members:

|     |                     |
|-----|---------------------|
| •   | Basic knowledge:    |
| ••  | Advanced knowledge: |
| ••• | Expert knowledge:   |

sound basic knowledge of key areas within the specialist field – acquired, for example, through training or practical experience.  
extensive knowledge through many years of practical experience in relation to the entire field or specialized knowledge in parts of the field.  
expert knowledge in the entire specialist field, acquired through a function as a decision maker.