Qualification Matrix

Implementation status of the skills and diversity profile

	Klaus Richter	**Florian Hohenwarter**	**Johannes Meier**	**Doreen Nowotne**	**Karin Sonnenmoser**	**Klaus Stahlmann**	**Klaus Refle**	**Karin Hageböck**	**Frank Klopfer**	**Adela Lieb**	**José Moreira**	**Matti Riedlinger**
Length of membership												
Member	since June 10, 2026	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 June 10, 2026	since June 10, 2026	since Sept 1, 2023	since June 10, 2026	since June 10, 2026
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 2031)	next employee elections (expected 2031)	next employee elections (expected 2031)	next employee elections (expected 2031)	next employee elections (expected 2031)	next employee elections (expected 2031)
Diversity												
Born	1964	1976	1984	1972	1969	1960	1966	1968	1979	1976	1971	1987
Standard age limit	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Gender	m	m	m	f	f	m	m	f	m	f	m	m
Educational/ professional background	Mechanical engineering	Electrical engineering	Business administration/ Investment Advisory	Business administration/ Consulting	Business administration/ Finance	Industrial engineer	Machine tool operator	Industrial Business Administrator	Mechanical Engineering / Manufacturing Technology	Business administration/ Finance	Machine tool operator	Electronics technician, social economist, commercial lawyer
Nationality	German	German	German/Austrian	German	German	German	German	German	German	German	Portuguese	German
Personal aptitude												
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	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Knowledge, skills and professional experience												
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	●	●●	●	●●	●●●	●	●●	●●	●●●	●●	●●	●●
Operations (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:	sound basic knowledge of key areas within the specialist field – acquired, for example, through training or practical experience.
●●	Advanced knowledge:	extensive knowledge through many years of practical experience in relation to the entire field or specialized knowledge in parts of the field.
●●●	Expert knowledge:	expert knowledge in the entire specialist field, acquired through a function as a decision maker.