

Competence Matrix for Supervisory Board 2026

Composition, Diversity & Expertise of the Supervisory Board – Annual General Meeting 2026

		Natalie Hayday	Helmut Ernst	Diana Rauhut	Jürgen Schaubel ¹	Dr. Stefan Sommer (Chairman)	Evelyne Freitag
Board membership	Member since	June 23, 2017	May 8, 2025	May 11, 2023	June 23, 2017	May 5, 2022	/
	Appointed until	Annual General Meeting 2028	Annual General Meeting 2029	Annual General Meeting 2028	Annual General Meeting 2028	Annual General Meeting 2028	/
Diversity	Date of birth	January 9, 1976	March 1, 1960	June 21, 1976	May 29, 1963	January 7, 1963	December 22, 1966
	Gender	female	male	female	male	male	female
	Nationality	British	German	German	German	German	French / German
	International experience	Yes	Yes	Yes	Yes	Yes	Yes
	Educational background	Political Science	Engineer	Economist	Business Administration	Engineer	Business Administration and M.B.A.
Personal suitability	Independence	Yes	Yes	Yes	Yes	Yes	Yes
	Other seats in boards (stock-listed)	1	1	0	0	2	0
	Other seats in boards ¹ (not stock-listed)	0	1	0	3	1	3
	Not overboarded	●	●	●	●	●	●
Professional qualification	Industry knowledge - automotive		●		●	●	●
	Industry knowledge - agriculture					●	
	Corporate governance and strategy		●	●	●	●	●
	Accounting and auditing	●			●		●
	Risk management		●	●	●	●	●
	Controlling			●	●	●	●
	Financial and capital market	●			●	●	●
	Law				●		
	Compliance and corp. governance	●	●	●	●	●	●
	Technology/digitalization		●	●	●	●	●
Innovation, research and development		●	●		●		

1) The mandates held by Mr. Jürgen Schaubel in non-publicly listed companies are each directly related to Mr. Schaubel's role as a consultant at Oaktree Capital Management.

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Specialized knowledge	Financial expertise as per Section 100 (5) AktG	•			•		•
	Accounting expert	•			•		•
	Auditing expert	•			•		•
	Sustainability/ESG/CSR	•		•	•	•	•
Committees	Executive and Nomination Committee		•	•		•	
	Audit Committee	•			•		(•)

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