

Qualification matrix for the Supervisory Board of SAF-HOLLAND SE

Status: February 2024

		Dr. Martin Kleinschmitt	Ingrid Jägering	Matthias Arleth	Jurate Keblyte	Carsten Reinhardt
	Elected until*	2024	2024	2024	2024	2024
Function	Supervisory Board	Chair	Deputy Chairwoman	Member	Member	Member
	Audit Committee	Member	Chairwoman		Member	
	Nomination and Remuneration Committee	Member		Chairman		Member
Independence	Independence in line with GCGC**	Yes	Yes	Yes	Yes	Yes
Diversity	Gender	Male	Female	Male	Female	Male
	Age	56 to 65	56 to 65	56 to 65	46 to 55	56 to 65
	Nationality	German	German	German	German	German
	International experience	✓	✓	✓	✓	✓
	Training background	Lawyer	Industrial clerk	Engineer	M.Sc. Management	Engineer
Professional suitability	Management / Leadership	✓	✓	✓	✓	✓
	Strategic business development			✓	✓	✓
	Corporate development, organization and structuring	✓	✓	✓	✓	✓
	Knowledge of international markets		✓	✓	✓	✓
	Industry-relevant technologies, products, services and new business models			✓		✓
	Operations / operational excellence		✓	✓		✓

	Dr. Martin Kleinschmitt	Ingrid Jägering	Matthias Arleth	Jurate Keblyte	Carsten Reinhardt
Digitization / IT / Software		✓	✓	✓	✓
Human resources / New work	✓	✓	✓	✓	✓
ESG / Sustainability	✓	✓	✓	✓	✓
Legal / Compliance / Corporate Governance	✓	✓	✓	✓	
Control systems (CMS, RMS, ICS, Internal Audit)	✓	✓	✓	✓	
Accounting	✓	✓		✓	
Audit	✓	✓		✓	
Restructuring / Transformation	✓	✓	✓	✓	✓
Financing / Capital market	✓	✓		✓	
Experience in advisory or supervisory boards	✓	✓		✓	✓

Notes:

- A ticked box corresponds to a self-assessment of at least 75% or 100% competence fulfillment

* Term: Annual General Meeting 2024, which resolves on the formal approval of the activities of the Supervisory Board for fiscal year 2023

** German Corporate Governance Code (DCGK)