

The init SE Supervisory Board as a whole seeks to ensure a competency profile such that the init SE Managing Board is competently supervised and expertly advised. Persons intended for election to the Supervisory Board are to offer assurance, based on their specialist knowledge and experience, their integrity and ethical conduct, and their independence and personal character, that they are able responsibly to undertake the tasks of a Supervisory Board member at a leading international technology company in the transport sector.

The following profile of requirements is to apply to the composition of the Supervisory Board of init SE:

1. Competency profile

- a. Entrepreneurial/business experience, qualified professional education
- b. Knowledge of the mobility sector
- c. Ability to engage with the matters in hand and availability for the time required
- d. Fulfilment of regulatory requirements, in particular with regard to reliability, integrity, ethical conduct and independence
- e. Knowledge of corporate governance matters and of German and European company law
- f. Knowledge of the basic features of accounting, auditing and M&A
- g. Knowledge of the internal control and risk management system
- h. Adherence to the limit on the number of board memberships recommended by the German Corporate Governance Code

2. Specific objectives

- a. At least one member with special expertise in the field of accounting
- b. At least one member with special expertise in the area of audits of financial statements
- c. One member shall have expertise in the field of human resources
- d. One member shall have knowledge of regions and markets in which init group primarily conducts its business or intends to initiate new business.
- e. One member shall have experience in the field of technology (including information technology and digitalisation)
- f. One member shall have knowledge of sustainability issues relevant to the company.
- g. However, a person who can be expected to be frequently or permanently subject to a conflict of interests in exercising their functions must not be a member of the Supervisory Board (potential conflicts of interests).

3. Diversity

The members of the Supervisory Board of init SE are to complement one another in terms of their background, professional experience and specialist knowledge, such that the Board has recourse to as broad a range of experience as possible and to differing specialist knowledge with a view to fulfilling its tasks in the best possible manner. Due consideration is likewise given to diversity in making appointments to the Supervisory Board. To achieve this, candidates for election are to include in particular those who vary in their origin, gender or nationality.

4. Members of the Audit Committee as of 22 May 2025

- Dr Johannes Haupt, Chairperson with expertise in accounting. Special knowledge in accounting, in the field of auditing and sustainability reporting.
- Prof. Michaela Dickgiesser, Deputy Chairperson with expertise in the field of auditing. Special knowledge in the field of auditing and sustainability reporting.
- Dipl.-Ing. Andreas Thun, member with knowledge of the basic principles of accounting.

5. Members of the Personnel and Nominating Committee as of 22 May 2025

- Dipl.-Ing (FH) Christina Greschner, Chairperson, dependent within the meaning of the GCGC (German Corporate Governance Codex)
- Prof. Michaela Dickgiesser, Deputy Chairperson
- Dipl.-Ing. Ulrich Sieg, Member

There is proven broad experience in any personnel matters.

6. Qualification matrix

The Supervisory Board in its current composition fulfils the qualification requirements stated in the competence profile. See matrix next page.

# Competency Profile

## Supervisory Board Members init SE

### Qualification matrix

	<b>Andreas Thun* (Chair)</b>	<b>Sieg** (Deputy Chair/ Chair PNC)</b>	<b>Michaela Dickgießer**</b>	<b>Christina Greschner*/**</b>	<b>Johannes Haupt* (Chair PC)</b>
Member since/elected until	2022/2025	2014/2025	2023/2025	2019/2025	2023/2025
Independence	business relationship	independent	independent	personal relationship	independent
Gender	male	male	female	female	male
Year of birth	1955	1949	1960	1977	1961
Nationality	German	German	German	German	German
International experience	x	x	x	x	x
Knowledge of the mobility sector	x	x	x	x	
At least one member with professional knowledge of accounting					x
At least one member with professional knowledge of auditing			x	x	x
Knowledge of accounting principles	x		x	x	x
Knowledge of internal controls, risk management systems and M&A	x				x
Knowledge in the field of corporate governance and German stock corporation law	x	x	x	x	x
One member with professional knowledge of human resource management	x	x	x	x	x
One member with knowledge of the regions and markets in which init group operates or intends to initiate new business	x	x	x	x	
One member with experience in technology (including information technology and digital transformation/Cyber Security)	x	x	x		x
One member with knowledge of the significant sustainability issues for the company	x	x	x	x	x

\* Member of the Audit Committee (AC)

\*\* Member of the Personnel and Nominating Committee (PNC)