

## Competency profile Supervisory Board members init SE

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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 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 expertise in the field of accounting
- b. At least one member with 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 SE 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. Audit committee

Members of the Audit Committee:

Dipl.-Kfm. Hans-Joachim Rühlig, Chairman with expertise in accounting, independent within the meaning of the GCGC.

Special knowledge and experience in the application of accounting principles and internal control and risk management systems, experience in M&A transactions, knowledge of tax law, knowledge of financing issues.

Dipl.-Ing. (FH) Christina Greschner, member with expertise in the field of auditing, dependent within the meaning of the GCGC

Special knowledge in the field of auditing and sustainability reporting

5. Qualification matrix

The Supervisory Board in its current composition fulfils the qualification requirements stated in the competence profile.

See matrix next page:

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### Qualification matrix

Requirements	Hans-Joachim Rühlig* /**	Ulrich Sieg	Christina Greschner*	Andreas Thun
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	
Knowledge of internal controls, risk management systems and M&A	x			
Knowledge in the field of corporate governance and German stock corporation law	x		x	
At least one member with professional knowledge of human resource management	x	x	x	x
One member with knowledge of the regions and markets in which init SE operates or intends to tap into		x	x	x
One member with experience in technology (including information technology and digital transformation)		x		x
One member with knowledge of the significant sustainability issues for the company	x	x	x	x
Independence of the Supervisory Board members	x***	x		

\* Member of the Audit Committee

\*\* Chairman of the Supervisory Board and the Audit Committee

\*\*\* Due to the fact that Mr. Rühlig is independent of the company and that he has a second vote in the event that the votes are tied, the full Supervisory Board of init can continue to be seen as independent.