

**Competence matrix of the Supervisory Board of JOST Werke SE - Annual General Meeting 2025**

		Natalie Hayday	Helmut Ernst	Diana Rauhut	Jürgen Schaubel	Dr. Stefan Sommer (Chairman)	Karsten Kühl
<b>Board membership</b>	Member since	June 23, 2017	/	May 11, 2023	June 23, 2017	May 5, 2022	May 11, 2023
	Appointed until	Annual General Meeting 2028	/	Annual General Meeting 2028	Annual General Meeting 2028	Annual General Meeting 2028	Annual General Meeting 2028
<b>Diversity</b>	Date of birth	January 9, 1976	March 1, 1960	June 21, 1976	May 29, 1963	January 7, 1963	May 7, 1973
	Gender	female	male	female	male	male	male
	Nationality	British	German	German	German	German	German
	International experience	●	●	●	●	●	●
	Educational background	Political Science	Engineer	Governance	Business Administration	Engineer	Engineer and M.B.A.
<b>Personal suitability</b>	Independence	●	●	●	●	●	●
	Other seats in boards (stock-listed)	1	1	0	0	2	0
	Other seats in boards* (not stock-listed)	1	1	5	3	1	0
	Not overboarded	●	●	●	●	●	●
<b>Professional qualification</b>	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		●	●		●		

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		Natalie Hayday	Rolf Lutz	Diana Rauhut	Jürgen Schaubel	Dr. Stefan Sommer (Chairman)	Karsten Kühl
<b>Specialized knowledge</b>	Financial expertise as per Section 100 (5) AktG	•			•		•
	Accounting expert	•			•		•
	Auditing expert	•			•		•
	Sustainability/ESG/CSR	•	•	•	•	•	•
<b>Committees</b>	Executive and Nomination Committee		(•)	•		•	
	Audit Committee	•			•		•

\* The mandates held by Ms. Diana Rauhut and Mr. Jürgen Schaubel in non-publicly listed companies are each directly related to Ms. Rauhut's role as a Board Member of Mainova AG and Mr. Schaubel's role as a consultant at Oaktree Capital Management.