QUALIFICATION PROFILE FOR THE SUPERVISORY BOARD AS A WHOLE

COMPOSITION TARGET OF THE SUPERVISORY BOARD

The Supervisory Board shall be composed in a manner that ensures that the Management Board receives qualified supervision and advice from the Supervisory Board. Its members should have the overall knowledge, skills and professional experience required to properly perform the duties of a supervisory board member in a capital market-oriented, internationally active company in the automotive supply industry.

In the case of employee representatives, the special requirements of the One-Third Participation Act shall be observed.

In view of the aforementioned, the Supervisory Board resolves the following objectives regarding its composition, taking into account the recommendations and suggestions of the German Corporate Governance Code:

1. Requirements for Composition of the Supervisory Board as a whole

1.1 QUALIFICATION PROFILE

The Supervisory Board as a whole should possess the expertise that is considered essential in view of the PWO Group's activities. This specifically includes in-depth experience and knowledge in

- managing a larger international company;
- the automotive supply business and value creation along different value chains;
- the field of product and process development and particularly in the technology relevant for the Company and peripheral or related areas;
- the areas of sales and procurement markets as well as production, quality, distribution and supply chain structures in the automotive industry;
- contract and capital market law;
- business administration and controlling;
- accounting, bookkeeping, financing and taxation;
- the areas of corporate governance, compliance, CSR, risk management and internal audit;
- the field of digitization (opportunities/risks); and
- HR management.

QUALIFICATION PROFILE FOR THE SUPERVISORY BOARD AS A WHOLE

With regard to the requirements of Section 100 (5) AktG, which also apply to the Audit Committee (cf. Section 107 [4] AktG), at least one member of the Supervisory Board must have expertise in the fields of accounting or auditing. Additionally, the Supervisory Board members as a whole must be familiar with the automotive supply industry.

1.2 INDEPENDENCE

Members of the Supervisory Board shall not exercise any executive or advisory functions at material competitors of the PWO Group and shall not have a personal relationship with a material competitor.

The Supervisory Board shall not include more than two former members of the Company's Management Board.

1.2.1 INDEPENDENCE FROM THE COMPANY AND THE MANAGEMENT

More than half of the shareholder representatives shall be independent of the Company and the Management Board as defined by the German Corporate Governance Code. A Supervisory Board member is independent in this sense if he or she has no personal or business relationship with the Company or its Management Board that could give rise to a material and not merely temporary conflict of interest.

1.2.2 INDEPENDENCE FROM THE CONTROLLING SHAREHOLDER

At least one shareholder representative shall be independent of the controlling shareholder within the meaning of the German Corporate Governance Code. A Supervisory Board member is considered independent of the controlling shareholder in this sense if he or she or a close family member is neither a controlling shareholder nor a member of the controlling shareholder's executive body or has a personal or business relationship with the controlling shareholder that could give rise to a material and not merely temporary conflict of interest.

1.2.3 CONSIDERATION OF INDEPENDENCE IN THE EXERCISE OF FUNCTIONS ON THE SUPERVISORY BOARD

The chairman of the Supervisory Board, the chairman of the Audit Committee and the chairman of the Personnel Committee dealing with Management Board remuneration shall be independent of the Company and the Management Board. The chairman of the Audit Committee shall also be independent of the controlling shareholder.

QUALIFICATION PROFILE FOR THE SUPERVISORY BOARD AS A WHOLE

1.2.4 COMPLETE INDEPENDENCE OF SHAREHOLDER REPRESENTATIVES

The Supervisory Board shall include a number that the shareholders deem as appropriate of (fully) independent members as shareholder representatives, taking into account the ownership structure. A Supervisory Board member is considered to be (fully) independent if he or she is independent of the Company and its Management Board and any controlling shareholder.

1.3 DIVERSITY

With regard to diversity, the Supervisory Board strives to take into account various diversity criteria, such as age, gender, educational or professional background, and internationality in its composition.

1.4 INTERNATIONAL EXPERTISE

At least half of the shareholder representatives should have many years of international experience.

2. Requirements for individual members of the Supervisory Board

2.1 GENERAL QUALIFICATION PROFILE

Supervisory Board members should have entrepreneurial or operational experience as well as a general knowledge of the automotive sector or the metalworking industry. Based on their knowledge, skills, and professional experience, they should be able to fulfill the tasks of a Supervisory Board member in an internationally active company and to safeguard the public image of the PWO Group.

In the context of election proposals to the Annual General Meeting, particular attention shall be paid to the personality, integrity, willingness to perform, professionalism, and independence of the candidates.

2.2 LIMITATION OF SUPERVISORY BOARD MANDATES

A Supervisory Board member who is not a member of the Management Board of a listed company shall not hold more than a total of five Supervisory Board mandates at non-group listed companies or comparable functions. One Supervisory Board chairmanship counts as two mandates.

A person who is a member of the management board of a listed company shall not hold more than a total of two supervisory board mandates in non-group listed companies or comparable functions and shall not chair the supervisory board of a non-group listed company.

QUALIFICATION PROFILE FOR THE SUPERVISORY BOARD AS A WHOLE

2.3 TIME AVAILABILITY

Each member of the Supervisory Board shall ensure that he or she has sufficient time to properly exercise his or her Supervisory Board mandate and perform the associated duties. Account must be specifically taken of the fact that at least five ordinary Supervisory Board meetings are held each year, each of which requires appropriate preparation and the setting aside of sufficient time to review the annual and consolidated financial statements. Additional time is also required for membership in one or more Supervisory Board committees. Extraordinary meetings of the Supervisory Board or of a committee may also be necessary in order to deal with special issues.

2.4 AGE LIMIT FOR SUPERVISORY BOARD MEMBERS

As a rule, members of the Supervisory Board should not be older than 70 years of age at the time of their election. This rule may be deviated from in justified individual cases.

2.5 SPECIAL REQUIREMENTS FOR THE CHAIRMAN OF THE AUDIT COMMITTEE

The chairman of the audit committee should possess special knowledge and experience in the application of accounting principles and internal control procedures and be independent and familiar with the audit of the financial statements.

Election proposals made by the Supervisory Board to the Annual General Meeting should take these objectives into account and, at the same time, aim to meet the competence profile in full for the body as a whole. The decisive factor for the Supervisory Board's decisions for election proposals to the Annual General Meeting is always the interests of the Company, taking into account all the circumstances of the individual case.