- CONVENIENCE TRANSLATION -

Competence profile of the Supervisory Board ("qualification matrix") taking into account the election proposals for the AGM 2025

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Period of affiliation						
Member since	2024	2019	2025	2024	2022	2019
General suitability						
Independence [1)]	+	+	+	+	+	+
No overboarding	+	+	+	+	+	+
Diversity						
Year of birth	1963	1960	1968	1969	1967	1984
Gender	m	m	m	w	m	w
Nationality	German	Dutch	German	German	German	German
International experience with reference to relevant foreign markets	+	+	+	+	+	+
Educational background	Elec. Engineering & Ind. Engineering (FH)	Physics	Business Administration	Economics (BSc.) and Engineering (MBA)	Physics and Business Administration (MBA)	Business Administration
Technical knowledge[2)]						
Corporate management [3)]	+	+	+	+	+	
Strategy	+	+	+	+	+	
Sales & Marketing	+	+	+	+	+	
Operations & Supply Chain	+	+	+	+	+	
Digitalization of capital goods-related business models		+		+	+	
Personnel / HR	+	+	+	+	+	+
Capital market / IR	+	+	+	+	+	
Accounting (including sustainability reporting)			+			+
Audit of financial statements (including audit of sustainability reporting)			+			+
Legal / Compliance / Corporate Governance	+		+	+	+	+
Sustainability / ESG	+		+	+	+	+
(Geo) politics	+	+	+	+	+	
Entrepreneurship & Value Creation	+	+	+	+	+	
Knowledge of the technologies[2)]						
Semiconductor (equipment) industry	+	+	+	+	+	
Compound semiconductors	+	+	+			
Knowledge of the customer industries[2)]						
Power electronics	+			+		
Optoelectronics	+		+		+	
Display industry	+	+	+			

1) In accordance with the German Corporate Governance Code

2) Criterion fulfilled (+), based on the self-assessment by the Supervisory Board

3) Experience as a member of the executive board of capital market-oriented companies of comparable complexity or comparable experience