



Competence Profile for MTU Aero Engines' Supervisory Board

1. Objectives with regard to the composition of the Supervisory Board

By way of the resolutions it has passed over the past few years, MTU's Supervisory Board has defined targets for

- the number of independent members of the Supervisory Board:
The majority of the individuals sitting on the Supervisory Board should be independent members.
- the age limit for members of the Supervisory Board:
A member's term of office expires upon the end of the first Annual Meeting held after the member has reached the age of 75 years.
- a standard time limit for the terms of office a member may serve on the Supervisory Board: Three terms of office or 12 years, respectively.

The Supervisory Board considers the legal minimum quota of 30 % women and 30 % men on the Supervisory Board to be reasonable.

2. Requirements regarding time dedicated to serving the office

The Supervisory Board deems it important that its current members as well as the candidates for election to the Supervisory Board have sufficient time available to prepare for and follow up on the scheduled Supervisory Board meetings, to take part in these meetings, and to attend to regular reporting. Their work on committees, especially when chairing such committees, involves an additional time commitment. Based on these criteria, the time burden on the members of the Supervisory Board and candidates for election to the Supervisory Board in connection with other offices in supervisory and control committees, their active job activities and other tasks is taken into account.

3. Areas of competence required on the Supervisory Board

MTU's Supervisory Board should be made up of personalities who, in their entirety, provide a range of competences which ensure comprehensive and effective consultancy to and supervision of the Executive Board with regard to the whole gamut of MTU's business activities, including its strategy and approach to new societal and technological challenges. In the opinion of the Supervisory Board, essential elements of this range of competences should include:

- Leadership and supervision in a two-tier corporate governance system
- CEO experience in publicly listed companies
- Aerospace industry
- Capital market knowledge & value creation & M&A
- Profound knowledge in financial reporting (including sustainability reporting)
- Profound knowledge in auditing of the annual accounts (including review of sustainability reporting)
- Supply chain & operations
- Risk management & compliance
- Marketing & sales
- International experience in respect to relevant markets
- Sustainability (ESG)
- Future-oriented technologies
- Digitalization & IT