

# Profile of Skills and Expertise for the Supervisory Board of Ottobock SE & Co. KGaA

## **Composition of the Supervisory Board**

In accordance with the German Corporate Governance Code (section C.1), the Supervisory Board of Ottobock SE & Co. KGaA has approved a model of skills and expertise for the overall composition of the board, which is presented below. The model is reviewed regularly and adapted as needed. In its nominations submitted to the annual general meeting, the Supervisory Board considers its established objectives for the composition of the Supervisory Board, which are reproduced in the Corporate Governance Statement according to Section 289f of the German Commercial Code (HGB), and strives to comply with this profile of skills and expertise. The objectives of the diversity concept for the Supervisory Board, which are also presented in the Corporate Governance Statement, are considered as well.

## **Objective of the profile of skills and expertise**

The objective of the profile of skills and expertise is to compose the Supervisory Board so that its members have the knowledge, skills and professional experience required to properly realise its advisory and supervisory function with respect to the Management Board of Ottobock SE & Co. KGaA. According to the German Stock Corporation Act (AktG), the members of the Supervisory Board of Ottobock SE & Co. KGaA as a whole must be familiar with the medical technology industry that is relevant for Ottobock. With its profile of skills and expertise, the Supervisory Board also defines concrete prerequisites for qualified supervision and advice of the Management Board. The profile defines requirements for the person of each individual Supervisory Board member and the professional expertise of the board as a whole.

## **General personal qualities for each Supervisory Board member**

Each member of the Supervisory Board of Ottobock SE & Co. KGaA shall meet the following general personal qualities:

- Integrity and ethical standards
- Entrepreneurial and/or operational understanding
- High level of motivation
- Social skills
- Argumentation and negotiation skills
- Analytical skills and vision
- ESG

- Openness to innovative thinking, digitalisation and new ideas

## Expertise required on the Supervisory Board

The Supervisory Board of Ottobock SE & Co. KGaA as a whole shall meet the professional and company-specific requirements and cover the following fields of competence with the exemplary requirements. It is not necessary for each member of the Supervisory Board to have all the stated competencies. The collective knowledge, skills and professional experience resulting from the sum of the individual competencies are decisive.

Field of competence	Requirements
Innovation, research and development	<ul style="list-style-type: none"> <li>• Experience and expertise in research and development within the medical technology sector and related fields such as artificial intelligence</li> <li>• Knowledge of structured development processes and regulatory requirements for medical technology products</li> </ul>
Medical technology sector	<ul style="list-style-type: none"> <li>• Established experience in the medical technology sector, both in R&amp;D and in sales</li> <li>• Knowledge of Ottobock's key markets and leading competitors</li> <li>• Fundamental understanding of customers, users, medical personnel and relevant medical indications</li> <li>• Knowledge of products and services in the orthopaedic technology field</li> <li>• Sound knowledge of healthcare and reimbursement systems</li> </ul>
Finance and accounting	<ul style="list-style-type: none"> <li>• Knowledge of business planning, corporate finance, and capital markets</li> <li>• Experience with business management processes and their optimisation</li> <li>• Expert knowledge*: <ul style="list-style-type: none"> <li>○ Experience and expertise in the field of accounting</li> <li>○ Experience and expertise in the field of auditing</li> </ul> </li> </ul>
Strategy and digitalisation	<ul style="list-style-type: none"> <li>• Experience with entrepreneurial strategy development and implementation and with digitalisation and new business models</li> <li>• Experience with M&amp;A processes</li> <li>• Basic understanding of marketing and product strategies</li> </ul>

Digital Customer Interaction	<ul style="list-style-type: none"> <li>• Knowledge about the digital transformation of the relationship between product manufacturers, retailers, service providers and customers – from addressing to long-term retention along a customer journey</li> </ul>
Human resources	<ul style="list-style-type: none"> <li>• Experience and expertise in the field of international personnel planning, recruiting, training and continuing education and organisation development</li> </ul>
ESG	<ul style="list-style-type: none"> <li>• Experience and knowledge in the field of environment, social affairs, corporate governance and human rights</li> </ul>
Supervision, monitoring and corporate governance	<ul style="list-style-type: none"> <li>• Experience with supervisory activities and committee work as well as the management of capital market oriented companies</li> <li>• Experience with supervisory activities and committee work of family businesses</li> <li>• Knowledge of the organisation and processes at Ottobock</li> <li>• Knowledge of applicable legal standards, compliance and corporate governance</li> <li>• Experience in crisis management</li> <li>• Sociopolitical knowledge</li> </ul>

\* According to Sections 100(5) and 107(4) AktG, at least one member of the audit committee has to meet this requirement; according to the German Corporate Governance Code, the chairperson of the audit committee must have special knowledge of and experience with the application of accounting principles and internal control procedures