

SKILLS MATRIX OF THE SUPERVISORY BOARD OF BMW AG.

	Reithofer	Kimmich	Quandt	Schmid	Bock	Bauer (from 15/05/2024)	Bitzer	Empey	Hiesinger	Klatten	Köhler	Mandl	Mohabeer	Nikolaides (from 01/11/2024)	Ott (from 15/05/2024)	Schäferkordt	Schmidt	Sikka	Wankel	Wenckebach (from 15/05/2024)
<b>General information</b>																				
<b>Initial appointment</b>	2015	2023	1997	2007	2018	2024	2021	2021	2017	1997	2021	2022	2012	2024	2024	2020	2021	2019	2022	2024
<b>Independent within the meaning of DCGK (C.6 et seq.)</b>	✓	n/a		n/a	✓	n/a	✓	✓	✓		n/a	n/a	n/a	n/a	n/a	✓	✓	✓	n/a	n/a
<b>No Overboarding</b> (in accordance with DCGK recommendations C.4 and C.5)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Diversity</b>																				
Gender	M	M	M	M	M	M	M	F	M	F	M	M	F	M	M	F	M	M	F	F
Year of birth	1956	1972	1966	1965	1958	1964	1965	1976	1960	1962	1964	1984	1963	1974	1966	1962	1962	1967	1964	1982
Nationality	DE	DE	DE	DE	DE	DE	DE	UK/DE	DE	DE	DE	DE	DE/BEL	DE/GRC	DE	DE	DE/AUS	USA	DE	DE
<b>Areas of competence</b>																				
<b>International experience</b>	✓		✓		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓		✓
Europe	✓		✓		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓		✓
China			✓		✓		✓		✓	✓				✓	✓			✓		
USA	✓		✓		✓		✓	✓	✓	✓				✓	✓	✓	✓	✓		
Other	✓				✓		✓							✓			✓	✓		
<b>Knowledge from within BMW Group</b>	✓	✓		✓		✓					✓	✓	✓	✓						
<b>External management or supervisory experience</b>	✓	✓	✓		✓		✓	✓	✓	✓					✓	✓		✓	✓	✓
<b>Corporate strategy</b>	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	
<b>Technology</b>	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	✓			✓	✓	✓	
<b>Purchasing/supply chains</b>					✓		✓		✓	✓		✓	✓	✓	✓					✓
<b>Production/manufacturing</b>	✓	✓		✓			✓		✓	✓	✓	✓	✓	✓	✓					
<b>Sales/customer needs</b>	✓	✓				✓	✓		✓	✓	✓		✓	✓		✓		✓		
<b>Finance</b>																				
Accounting, control systems	✓	✓	✓	✓	✓		✓	✓	✓				✓			✓	✓		✓	
Auditing	✓	✓	✓		✓		✓	✓	✓				✓							✓
Financial expert in accounting					✓			✓	✓							✓				
Financial expert in auditing	✓				✓			✓	✓											
<b>Capital market</b>	✓	✓			✓		✓	✓	✓	✓			✓	✓						
<b>Individual mobility</b>	✓	✓	✓			✓			✓	✓			✓	✓						✓
<b>Human resources/personnel management</b>	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

	Reithofer	Kirmich	Quandt	Schmid	Bock	Bauer (from 15/05/2024)	Bitzer	Empey	Hiesinger	Klatten	Köhler	Mandl	Mohabeer	Nikolaides (from 01/11/2024)	Ott (from 15/05/2024)	Schäferkordt	Schmidt	Sikka	Wankel	Wenckebach (from 15/05/2024)
<b>Compliance</b>	✓	✓	✓		✓		✓	✓	✓				✓		✓				✓	✓
<b>IT, digitalisation or artificial intelligence</b>	✓	✓	✓		✓			✓	✓				✓	✓		✓		✓	✓	✓
<b>Change management/business transformation</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	
<b>Expertise in sustainability</b>																				
Environmental sustainability	✓	✓	✓		✓		✓			✓	✓			✓			✓	✓	✓	
Social sustainability		✓		✓			✓		✓	✓	✓	✓	✓		✓		✓		✓	✓
<b>Familiarity with corporate sector</b>	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓				✓	✓