

SKILLS MATRIX OF THE SUPERVISORY BOARD OF BMW AG

	Reithofer	Kimnich (from 18/01/2023)	Quandt	Schmid	Bock	Benner	Bitzer	Ebner	Empey	Hiesinger	Horn	Klatten	Köhler	Kurz	Mandl	Mohabeer	Schäferkordt	Schmidt	Sikka	Wankel
General information																				
Initial appointment	2015	2023	1997	2007	2018	2014	2021	2021	2021	2017	2021	1997	2021	2022	2022	2012	2020	2021	2019	2022
Independent within the meaning of DCGK (C.6 et seq.)	✓	n/a		n/a	✓	n/a	✓	n/a	✓	✓	n/a		n/a	n/a	n/a	n/a	✓	✓	✓	n/a
No Overboarding (in accordance with DCGK recommendations C.4 and C.5)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Diversity																				
Gender	M	M	M	M	M	F	M	M	F	M	M	F	M	M	M	F	F	M	M	F
Year of birth	1956	1972	1966	1965	1958	1968	1965	1978	1976	1960	1958	1962	1964	1963	1984	1963	1962	1962	1967	1964
Nationality	DE	DE	DE	DE	DE	DE	DE	DE	UK/DE	DE	DE	DE	DE	DE	DE	DE	DE	DE/AUS	USA	DE
Areas of competence																				
International experience	✓		✓		✓	✓	✓		✓	✓	✓	✓		✓		✓	✓	✓	✓	
Europe	✓		✓		✓		✓		✓	✓	✓	✓		✓		✓	✓	✓	✓	
China			✓		✓		✓			✓		✓		✓					✓	
USA	✓		✓		✓	✓	✓			✓		✓		✓				✓	✓	✓
Other	✓				✓		✓											✓	✓	
Knowledge within the BMW Group	✓	✓		✓				✓					✓	✓	✓	✓				
External management or supervisory experience	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓					✓		✓	✓
Corporate strategy	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
Technology	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓		✓	✓	✓		✓	✓	✓
Purchasing/supply chains					✓		✓			✓		✓		✓	✓	✓				✓
Production/manufacturing	✓	✓		✓			✓			✓		✓	✓		✓	✓				
Sales/customer needs	✓	✓					✓			✓		✓	✓	✓		✓	✓		✓	
Finance																				
Accounting, control systems	✓	✓	✓	✓	✓		✓		✓	✓	✓					✓	✓	✓		✓
Auditing	✓	✓	✓		✓		✓		✓	✓						✓				✓
Financial expert in accounting					✓				✓	✓										
Financial expert in auditing	✓				✓				✓											
Capital market	✓	✓			✓		✓		✓	✓		✓								
Mobility	✓	✓	✓			✓		✓		✓	✓	✓		✓		✓				✓
Human resources/personnel management	✓	✓	✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓		✓
Compliance	✓	✓	✓		✓		✓		✓	✓	✓			✓		✓				✓

IT, digitalisation or artificial intelligence	✓	✓	✓		✓	✓			✓	✓				✓		✓			✓	✓
Change management/business transformation	✓	✓	✓	✓	✓	✓	✓		✓	✓				✓	✓	✓	✓	✓	✓	✓
Expertise in sustainability																				
Environmental sustainability	✓	✓	✓		✓		✓				✓	✓	✓	✓				✓		✓
Social sustainability		✓		✓		✓	✓	✓		✓	✓	✓	✓		✓	✓		✓		✓
Familiarity with corporate sector	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓				✓