

Supplementary information on the nominations for elections in line with Agenda Item 6:

In its meeting on August 18, 2020, the Supervisory Board resolved the objectives for its composition and a competency profile attached in the **appendix**. On this basis the Nomination Committee of the Supervisory Board, taking into account the competency profile and the objectives for its composition, on January 20, 2021 recommended the nominations for elections presented in the invitation.

In respect to the re-election of Mr Ulrich Grillo, the nominations for elections, described in more detail in the invitation, take especial account of his many years of experience in Supervisory Board work, his industry competency in the area of defence, his industrial management experience and wide-ranging experience in the national and international political arena. Mr Vennemann has profound industry knowledge particularly in the area of automotive. The election of Prof. Dr. Dr. h.c. Sahin Albayrak for the first time serves to strengthen the objectives for the Supervisory Board competency underlined in its composition in the areas of digitalization/IT, technology and innovation, while the election of Dr. Giesen strengthens competencies in the areas of executive board experience in listed companies, industrial management experience, sales and operating functions as well as corporate strategy.

Against the status of the curriculum vitae published in the invitation to the Annual General Meeting, Mr Vennemann has resigned his office as Supervisory Board member and Chairman of Nanogate SE with effect from April 30, 2021.

Düsseldorf, April 2021

Rheinmetall AG

The Executive Board

Appendix: Objectives for the Composition of the Supervisory Board and Competency Profile

I. Objectives for the composition of the Supervisory Board

Taking account of the results of its efficiency examination and the recommendation and suggestions of the German Corporate Governance Code (GCGC) – as far as applicable – the Supervisory Board resolves the following objectives for its composition.

1. In view of the further internationalization and the increasing importance of the Group's strategic future markets (particularly Australia, Asia, USA), a candidate (m/f) with relevant experience in the future markets and in regulated markets should be nominated.
2. To supplement the experience in the overall responsibilities of managing a listed corporation and superordinate stakeholder management, a candidate (m/f) with executive board experience in a listed corporation should be nominated.
3. In view of the challenges faced as a result of increasing digitalization and the related customer requirements and to strengthen the industrial orientation of the digitalization competency, a candidate (m/f) with relevant experience in the area of digitalization / IT / Industry 4.0 should be nominated.
4. In the context of the pending nominations, the aim should be to achieve rolling staggered periods of office which promote an ongoing exchange as well as a transfer of experience in the overall committee.
5. For future candidate proposals, the requirements of Section 96 (2) AktG on the gender quotas as well as Section C.1 sentence 2 and C.6 ff of the GCGC on diversity and independence should be observed.

II. Competency Profile

The Supervisory Board resolves the following competency profile for the composition of the overall body:

	Competency Profile Supervisory Board	
Governance-specific requirements	Corporate governance, experience from Supervisory Board work	<ul style="list-style-type: none">• Experience in the overall governance of an independent, listed company• Interaction in the Supervisory Board, content and legal requirements and best practice
	Executive board experience in listed companies	<ul style="list-style-type: none">• Experience in the overall management of a listed company• Knowledge in overarching stakeholder management
	Independence	<ul style="list-style-type: none">• No personal or corporate conflicts of interest• Perceived independence among the owners and period of office
	Availability, number of mandates	<ul style="list-style-type: none">• Available in terms of time, location and interests• Avoidance of overboarding

	Competency Profile Supervisory Board	
Structural / functional aspects	Financial / business competency (audit committee / risk management)	<ul style="list-style-type: none"> • Financial / business knowledge, especially also for the audit committee • Capital market knowledge, risk management, IR, M&A
	Functional competency (human resources, social, etc.) (Mediation / Nomination Committee)	<ul style="list-style-type: none"> • Covering the HR functions, successor regulations, talent management, legal, et. al. • Knowledge in work with social partners, conflict management
	Sales and operating functions	<ul style="list-style-type: none"> • Broad coverage of the functions sales, marketing, production, SCM, etc. • Knowledge in the area of operating excellence
Strategic expertise	Defence industry competency	<ul style="list-style-type: none"> • Experience in the defence industry, sales, technology and operations • Knowledge of regulatory aspects
	Automotive industry expertise	<ul style="list-style-type: none"> • Experience in the automotive industry, sales, technology and operations • Knowledge of relevant global market developments at OEMs and suppliers
	Digitalization / IT	<ul style="list-style-type: none"> • Experience in the digital transformation of industrial business models as well as innovation • Knowledge of innovative “disruptive “ technologies and business models in the relevant environment and IT

	Competency Profile Supervisory Board	
	Technology expertise / innovation	<ul style="list-style-type: none"> • Knowledge of overarching technical trends and developments in both industries • Experience in commercializing technology developments
	Knowledge on international / regulated markets	<ul style="list-style-type: none"> • Knowledge of the relevant geographical markets / customer segments especially Northern America, Australia, Asia and the investment situation as well as political and cultural aspects of both divisions.
	Industrial management experience	<ul style="list-style-type: none"> • Management experience in a relevant industrial companies, ideally with a divisional structure • Experience in overall corporate responsibility