

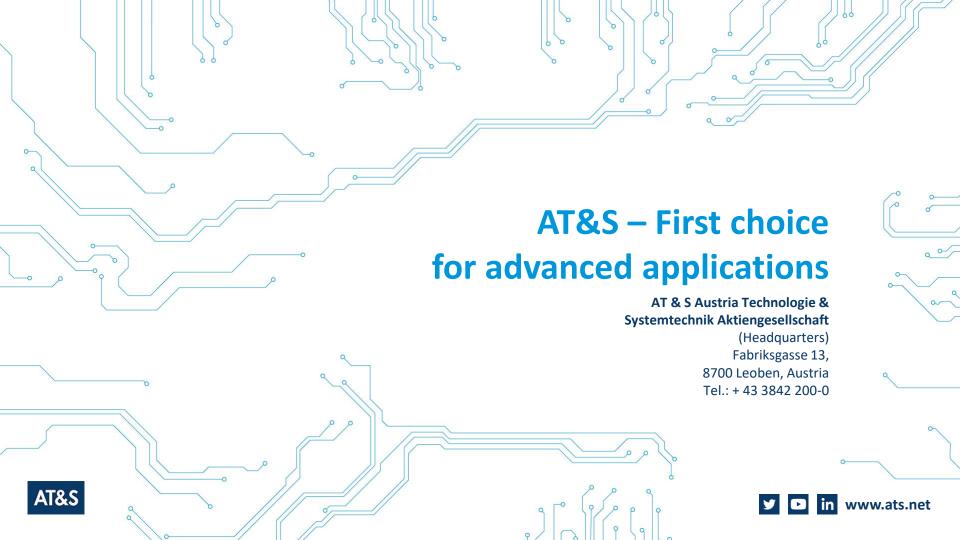
AT&S Supervisory Board skills matrix



Skills / independence according to the Austrian Code of Corporate Governance	Androsch (Vors.)	Prehofer (2. stv. Vors.)	Riedl	Tumpel- Gugerell	Schaupp	Reger	Eul	Lasshofer	Hansis
PCB, semiconductor or electronics						\checkmark	✓		
CEO / General management	\checkmark	✓	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
CFO /Finance	✓	✓		\checkmark	\checkmark				
M&A and law	\checkmark	\checkmark	\checkmark		\checkmark	\checkmark	\checkmark	\checkmark	
Capital markets	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	✓	\checkmark	\checkmark
HR			\checkmark	\checkmark			\checkmark	\checkmark	
Sales, marketing		\checkmark			\checkmark	\checkmark	✓	\checkmark	
Industry	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
Innovation / R&D	\checkmark				\checkmark	\checkmark	\checkmark		\checkmark
Supply Chain / logistics					\checkmark		\checkmark		
Digitalization	\checkmark				\checkmark	\checkmark	\checkmark	\checkmark	\checkmark
Independent acc. to C Rule 53 ÖCGK 1)	X	✓	✓	✓	✓	\checkmark	✓	\checkmark	\checkmark
Qualified independently acc. to C-Rule 54 ÖCGK ²⁾	×	\checkmark	×	\checkmark	\checkmark	\checkmark	\checkmark	\checkmark	×

¹⁾ See rules of procedure of the AT&S Supervisory Board under https://ats.net.

²⁾ Independent pursuant to C-Rule 53 ÖCGK and is not a shareholder with a stake of more than 10 % or represents the interests of such a shareholder.



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