

Profile outline Supervisory Board Kendrion N.V.

Article 1 - Description of Kendrion N.V.

Kendrion develops, manufactures and markets high-quality electromagnetic systems and components for industrial and automotive applications. For over a century, we have been engineering precision parts for the world's leading innovators in passenger cars, commercial vehicles and industrial applications. As a leading technology pioneer, Kendrion invents, designs and manufactures complex components and customised systems as well as local solutions on demand.

We are committed to the engineering challenges of tomorrow, and taking responsibility for how we source, manufacture and conduct business is embedded into our culture of innovation. Rooted in Germany, headquartered in the Netherlands and listed on the Amsterdam stock exchange, Kendrion's expertise extends across Europe to the Americas and Asia.

Article 2 - Procedure

The scope and composition of the Supervisory Board should be such diverse that the Supervisory Board can undertake its duties entirely effectively and responsibly and that every individual member of the Supervisory Board is able to contribute his or her specific qualities.

Article 3 – Composition

The Supervisory Board consists of at least four members. The members of the Supervisory Board are selected and nominated on the basis of the following criteria:

- experience in international industrial business, preferably in Germany, Asia and the USA;
- knowledge of or experience with management of a large listed company;
- background in financial, administrative and accounting, commercial, social economic, marketing, HR, IT, strategic and/or organisational area;
- an outstanding reputation and impeccable conduct;
- no conflicting interests with Kendrion at the moment of appointment.

The Supervisory Board consists of at least one financial expert which implies that this person has relevant knowledge and experience in the financial administration/accounting field gained by listed companies or other large companies.

The Supervisory Board seeks to have a mixed composition with respect to age and background and aims to have at least two female members.

The Supervisory Board shall be composed in accordance with the independence criteria referred to in best practice provisions 2.1.7 to 2.1.9 of the Dutch Corporate Governance Code.

Article 4 - Miscellaneous

Upon every appointment/re-appointment of the members of the Supervisory Board, this profile outline will be observed. This Supervisory Board profile is available at Kendrion upon written request, and is added to the Kendrion website.