

Non-Binding Convenience Translation

– for information purposes only –

This English translation is provided for convenience purposes only.
In case of discrepancies between the German and the English version,
the German version shall prevail as the decisive version.



Qualification matrix of the Supervisory Board of Nagarro SE (according to the election proposal to the Annual General Meeting on June 30, 2025)

		Dr. Martin Enderle	Christian Bacherl	Vishal Gaur	Dr. Shalini Sarin	Dr. Hans-Paul Bürkner	Jack George Nigel John Clemons	Carl Georg Dürschmidt
Period of affiliation	Member since	n/a [new proposed]	since 11/2022	since 06/2023	since 10/2020	n/a [new proposed]	n/a [new proposed]	02/2020 until 04/2025
Personal suitability	Independence ¹	✓	✓	✓	✓	✓	✓	
	No overboarding ¹	✓	✓	✓	✓	✓	✓	✓
Diversity	Date of birth	01.11.1965	08.01.1973	19.03.1972	15.06.1965	15.12.1952	10.11.1966	02.03.1958
	Gender	Male	Male	Male	female	Male	Male	Male
	Nationality	German	German	US-American	Indian	German	Swiss, British	German
International experience	Europe	✓	✓		✓	✓	✓	✓
	North/South/Central America	✓		✓			✓	
	India			✓	✓	✓	✓	✓

¹ within the meaning of the German Corporate Governance Code (GCGC)

✓ = Criterion fulfilled; based on a self-assessment by the Supervisory Board and taking into account the respective individual assessment of the proposed candidates, a tick means at least "good knowledge" and therefore the ability to understand the relevant issues well and make informed decisions on the basis of existing qualifications, the knowledge and experience acquired as part of their work as a Supervisory Board member (e.g. many years of work on the Audit Committee) or the training measures regularly attended by all Supervisory Board members.

		Dr. Martin Enderle	Christian Bacherl	Vishal Gaur	Dr. Shalini Sarin	Dr. Hans-Paul Bürkner	Jack George Nig- gel John Clemons	Carl Georg Dürschmidt
	Asia/Pacific	✓				✓	✓	

		Dr. Martin Enderle	Christian Bacherl	Vishal Gaur	Dr. Shalini Sarin	Dr. Hans-Paul Bürkner	Jack George Ni- gel John Clemons	Carl Georg Dürschmidt
Professional suitability	Financial expert ²		✓				✓	
	Management experience	✓	✓	✓	✓	✓	✓	✓
	Technology	✓	✓	✓		✓	✓	✓
	Digitization, IT	✓	✓	✓		✓	✓	✓
	Transformation	✓			✓	✓	✓	✓
	Innovation, R&D	✓		✓		✓	✓	
	Finances	✓	✓				✓	✓
	Legal/Compliance	✓	✓		✓			
	Risk management	✓	✓				✓	
	Personnel/employee com- mitment	✓		✓	✓	✓	✓	✓
	Business area/sector fami- liarity	✓	✓	✓	✓	✓	✓	✓
	M&A	✓	✓			✓	✓	✓
	ESG		✓		✓			

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² within the meaning of Section 100 (5) AktG and Recommendation D.3 of the GCGC