



**Qualification matrix of the Supervisory Board of Nagarro SE (according to the election proposal to the Annual General Meeting on June 29, 2026)**

		<b>Christian Bacherl</b>	<b>Vishal Gaur</b>	<b>Dr. Shalini Sarin</b>	<b>Dr. Hans-Paul Bürkner</b>	<b>Jack George Nigel John Clemons</b>	<b>Carl Georg Dürschmidt</b>	<b>Peter Steiner</b>
<b>Period of affiliation</b>	<b>Member since</b>	since 11/2022	since 06/2023	since 10/2020	since 07/2025	since 07/2025	02/2020 until 04/2025 and again since 07/2025	n/a [ <i>newly proposed</i> ]
<b>Personal suitability</b>	<b>Independence<sup>1</sup></b>	✓	✓	✓	✓	✓		✓
	<b>No overboarding<sup>1</sup></b>	✓	✓	✓	✓	✓	✓	✓
<b>Diversity</b>	<b>Year of birth</b>	1973	1972	1965	1952	1966	1958	1959
	<b>Gender</b>	Male	Male	Female	Male	Male	Male	Male
	<b>Nationality</b>	German	US-American	Indian	German	Swiss British	German	German
<b>International experience</b>	<b>Europe</b>	✓		✓	✓	✓	✓	✓
	<b>North/South/Central America</b>		✓	✓		✓		✓
	<b>India</b>		✓	✓	✓	✓	✓	
	<b>Asia/Pacific</b>			✓	✓	✓		✓

<sup>1</sup> 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.

		Christian Bacherl	Vishal Gaur	Dr. Shalini Sarin	Dr. Hans-Paul Bürkner	Jack George Nigel John Clemons	Carl Georg Dürschmidt	Peter Steiner
Professional suitability	Financial expert <sup>2</sup>	✓				✓		✓
	Management experience	✓	✓	✓	✓	✓	✓	✓
	Technology	✓	✓		✓	✓	✓	
	Digitalization, IT Transformation	✓	✓	✓	✓	✓	✓	✓
	Innovation, R&D		✓		✓	✓		
	Finances	✓				✓	✓	✓
	Legal/Compliance	✓		✓				✓
	Risk management	✓		✓		✓		✓
	Personnel Employee commitment		✓	✓	✓	✓	✓	✓
	Business area Sector familiarity	✓	✓	✓	✓	✓	✓	
	M&A	✓		✓	✓	✓	✓	✓
	ESG Sustainability reporting	✓		✓		✓		✓

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