

Report of the Supervisory Board

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Georg F. W. Schaeffler
Chairman of the Supervisory Board

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Ladies and Gentlemen,

the year 2023 has been a successful one for the Schaeffler Group, which has once again demonstrated resilience, flexibility, and innovative ability. The Schaeffler Group further consolidated its position as a leading global Motion Technology Company despite the persistently challenging geopolitical and economic environment. Thanks to its diversified stature in a variety of markets and all regions worldwide, the company is consistently continuing its transformation, which now also includes the planned merger of Vitesco Technologies Group AG into Schaeffler AG. The two companies have technologies and capabilities, especially in the field of electric mobility, that strongly complement each other and will make us stronger together.

The Supervisory Board has fully performed its duties as mandated by law, the company's articles of association, and its internal rules of procedure during the year. In doing so, the Supervisory Board oversaw and advised the Board of Managing Directors in managing the company and was directly involved on a timely basis in all decisions that were of fundamental importance to the company and the group.

The Board of Managing Directors regularly informed the Supervisory Board in written and oral reports about the company's results of operations. The Board of Managing Directors briefed the Supervisory Board on an ongoing basis and in detail about the development of revenue and earnings of the group and the

divisions, the financial position and earnings, short- and long-term plans and budgets, personnel issues, and sustainability as well as about compliance and risk management matters. The Supervisory Board was involved in a timely fashion on any important developments concerning the business and discussed these extensively and in detail with the Board of Managing Directors. Transactions that either the law, the company's articles of association, or the internal rules of procedure require to be approved by the Supervisory Board were provided, along with any necessary information and documents, to the Supervisory Board in due time for such approval and – some with preparation by the committees – approved following extensive review and discussion.

The members of the Supervisory Board were also available for discussions with the Board of Managing Directors between meetings. The Chairman of the Supervisory Board regularly kept in contact with the Board of Managing Directors and particularly with the Chief Executive Officer, and conferred with him on an ongoing basis on issues related to the company's current results of operations, strategy, risk situation, risk management, and compliance.



Further information in the corporate governance report.

Members of the Supervisory Board and its committees

The membership of the Supervisory Board changed as follows during the reporting period: Maria-Elisabeth Schaeffler-Thumann stepped down from her position on the Supervisory Board effective at the end of the annual general meeting on April 20, 2023. By a resolution of the annual general meeting on April 20, 2023, Katherina Reiche was elected to the Supervisory Board for a term ending at the close of the general meeting that passes a resolution on granting discharge to the Supervisory Board for 2023. Salvatore Vicari's Supervisory Board mandate lapsed effective July 31, 2023, in accordance with section 24 (1) MitbestG when he left Schaeffler AG. Ulrich Schöppllein succeeded him as employee representative on the Supervisory Board effective August 1, 2023, for the remaining term of office of this mandate.

The standing committees established by the Supervisory Board are made up as follows:

- Mediation committee established in accordance with section 27 (3) MitbestG:
Georg F. W. Schaeffler (Chairman),
Ulrich Schöppllein, Jürgen Wechsler, and
Prof. TU Graz e.h. KR Ing. Siegfried Wolf

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- Presidential committee:
Georg F. W. Schaeffler (Chairman),
Sabine Bendiek, Barbara Resch, Ulrich Schöppllein,
Jürgen Wechsler, and Prof. TU Graz e.h. KR Ing. Siegfried Wolf
- Audit committee:
Robin Stalker (Chairman),
Dr. Holger Engelmann, Andrea Grimm, Thomas Höhn,
Georg F. W. Schaeffler, and Jürgen Wechsler
- Nomination committee:
Georg F. W. Schaeffler (Chairman),
Dr. Holger Engelmann, Prof. Dr. Bernd Gottschalk,
and Katherina Reiche
- Technology committee:
Prof. Dr. Hans-Jörg Bullinger (Chairman),
Georg F. W. Schaeffler, Jürgen Schenk, Ulrich Schöppllein,
Jürgen Wechsler, Prof. TU Graz e.h. KR Ing. Siegfried Wolf,
Prof. Dr.-Ing. Tong Zhang, and Markus Zirkel

There were no conflicts of interest related to members of the Supervisory Board during the reporting period. To prevent any potential conflicts of interest, Prof. Dr. Hans-Jörg Bullinger and Prof. TU Graz e.h. KR Ing. Siegfried Wolf did not attend the meetings of the Supervisory Board at which the preparations for and implementation of the business combination with Vitesco Technologies Group AG were presented and discussed.

Appointments to the Board of Managing Directors

The company's Board of Managing Directors consists of Klaus Rosenfeld (Chief Executive Officer), Claus Bauer, Dr. Astrid Fontaine, Andreas Schick, Jens Schüler, Dr. Stefan Spindler, Uwe Wagner, and Matthias Zink.

During the reporting period, the Supervisory Board appointed Sascha Zaps to the Board of Managing Directors as CEO Industrial effective May 1, 2024, for a three-year period, until the end of April 30, 2027. Effective January 1, 2024, Dr. Astrid Fontaine was appointed to the Board of Managing Directors as Schaeffler AG's Chief Human Resources Officer for a three-year term of office, until the end of December 31, 2026. Effective July 1, 2024, Klaus Rosenfeld was reappointed to the Board of Managing Directors for a further five-year term of office, until the end of June 30, 2029, as Chief Executive Officer.

In accordance with the internal rules of procedure of the Board of Managing Directors, Klaus Rosenfeld is responsible for the CEO functions, Claus Bauer for Finance and IT, Dr. Astrid Fontaine for Human Resources as Labor Relations Director, Andreas Schick for Operations, Supply Chain Management and Purchasing, Jens Schüler for the Automotive Aftermarket division, Dr. Stefan Spindler for the Industrial division, Uwe Wagner for Research and Development, and Matthias Zink for the Automotive Technologies division.

Topics of Supervisory Board plenary meetings

The Supervisory Board held four regular meetings, one strategy meeting, and six extraordinary meetings in 2023. The four regular meetings and the strategy meeting were held as in-person meetings with an option to attend remotely via video conference, and the six extraordinary meetings were held in a virtual format via video conference.

The subject of the regular plenary discussions were the Schaeffler Group's results of operations and financial indicators. The Supervisory Board also dealt with acquisition and disinvestment projects as the need arose as well as with the company's risks. The Board of Managing Directors regularly reported to the Supervisory Board on macroeconomic, political, and geopolitical developments and their implications for the Schaeffler Group. The Supervisory Board also ensured that it was briefed on the work of the committees on a regular basis in the plenary sessions. The personnel decisions regarding the Board of Managing Directors also represented an important aspect of the work of the Supervisory Board. The Supervisory Board also met regularly without the Board of Managing Directors being present. These meetings dealt with matters relating to either the Board of Managing Directors itself or the Supervisory Board.

At an extraordinary meeting of the Supervisory Board on February 7, 2023, the Supervisory Board reviewed preliminary target achievement for the variable remuneration of the Managing Directors for 2022 and dealt with the indicative target values for the variable remuneration of the Board of Managing Directors for 2023. Additionally, the meeting discussed the status of implementation of the Supervisory Board's profile of expertise and decided to disclose a qualifications matrix in the corporate governance declaration in accordance with Recommendation C.1 of the German Corporate Governance Code.

Report of the Supervisory Board

The first regular meeting of the Supervisory Board was held on February 24, 2023. The Board of Managing Directors reported on the current position of the business and the financial position and discussed the separate and consolidated financial statements of Schaeffler AG for 2022. This also involved KPMG reporting to the Supervisory Board on the audit of the separate financial statements, the consolidated financial statements, and the dependency report, as well as on the limited assurance engagement performed on the combined separate group non-financial report 2022 included in the sustainability report. Further, the Supervisory Board dealt with the sustainability report 2022 and the remuneration report 2022.

At the extraordinary Supervisory Board meeting on March 3, 2023, the Supervisory Board adopted the separate financial statements 2022 and approved the consolidated financial statements 2022, the closing statement of the Board of Managing Directors on the dependency report, and the proposal for the appropriation of earnings.

The Supervisory Board set the variable remuneration of the Managing Directors for 2022 based on the target achievement rates determined. Furthermore, the target values for the Managing Directors' variable remuneration for 2023 were set based on the performance criteria for the Managing Directors' variable remuneration for 2023 approved at the meeting on December 16, 2022.

The Supervisory Board prepared the remuneration report 2022 and proposed to the annual general meeting in accordance with section 162 (3) AktG that it approve the remuneration report for 2022.

In addition, the report of the Supervisory Board to the annual general meeting 2023 and the Supervisory Board's other proposed resolutions on the items on the agenda of the annual general meeting 2023 were approved.

In an extraordinary meeting immediately following the annual general meeting on April 20, 2023, the Supervisory Board decided on appointments to fill the committee vacancies resulting from Maria-Elisabeth Schaeffler-Thumann stepping down from the Supervisory Board. Additionally, the meeting discussed increasing the equity investment in Swedish start-up H2 Green Steel.

At the second regular meeting of the Supervisory Board on May 26, 2023, the Board of Managing Directors reported on the current position of the business and the financial position following the end of the first quarter of 2023. Further, the meeting discussed the Schaeffler Group's financing roadmap 2023/2024, including its significant targets and individual financing components and approved the incurrence of financial debt. The Supervisory Board decided to establish an ad hoc committee tasked with authorizing the signing and principal of the individual financing components as well as the final terms of the individual financing components. In addition, the Supervisory Board dealt with a gradual increase of the equity investment in H2 Green Steel to a total of EUR 100 m.

The equity investment in H2 Green Steel was approved at the extraordinary meeting of the Supervisory Board on July 25, 2023. This meeting also heard a presentation on strategically positioning the Schaeffler Group as a Motion Technology Company.

On July 27, 2023, the ad hoc committee established by the Supervisory Board authorized, in a resolution passed in writing, the signing of a bilateral loan agreement.

The annual strategy meeting of the Supervisory Board was held on October 5, 2023, at the location of the AKO (Aftermarket Kitting Operations) logistics center of the Automotive Aftermarket division in Halle (Saale). The strategic direction for the Schaeffler Group was presented to this meeting and discussed extensively by the Supervisory Board. One focal point was the situation in the markets and of the business as well as the strategic direction of the Americas and Asia/Pacific regions. Additionally, the Board of Managing Directors reported in detail on the strategic direction of the Automotive Technologies division with a particular focus on the strategic considerations regarding the E-Mobility and Chassis Systems business divisions. The presentation of the strategic priorities of the Automotive Aftermarket division focused on reporting on the collaboration with the Automotive Technologies division in the core business in future. The AKO logistics center and the sustainability and digitalization plans of the Aftermarket division were explained during a tour. The Supervisory Board also dealt with the Board of Managing Directors' strategic considerations regarding the Industrial division, particularly with the growth strategy in the core business with precision bearings and in new business areas. Furthermore, the digitalization strategy forming part of Schaeffler Group's "Roadmap 2025" was discussed in depth. To this end, the strategy for utilizing generative artificial intelligence at the Schaeffler Group was presented using various examples. Afterward, Schaeffler employees presented digital solutions and capabilities within the Schaeffler Group to the members of the Supervisory Board in a market square format.

Report of the Supervisory Board

At its third regular meeting on October 6, 2023, the Supervisory Board was first briefed on the current position of the business and the financial position of the Schaeffler Group as well as on the results of the first half of 2023. The Board of Managing Directors having presented the execution of a multi-step transaction designed to culminate in a business combination with Vitesco Technologies Group AG, the Supervisory Board discussed such execution and consented to further investigation of and preparation for the transaction. Prof. Dr. Hans-Jörg Bullinger and Prof. TU Graz e.h. KR Ing. Siegfried Wolf were not present during the discussion and decision on the transaction.

Following further detailed consideration of the transaction, the Supervisory Board consented, at its extraordinary meeting on October 8, 2023, to the company executing a business combination with Vitesco Technologies Group AG and – subject to a final review of the market situation and overall geopolitical situation on the morning of October 9, 2023 – announcing its intention to launch a public tender offer against payment of cash consideration to all shareholders of Vitesco Technologies Group AG. Prof. Dr. Hans-Jörg Bullinger and Prof. TU Graz e.h. KR Ing. Siegfried Wolf did not attend the meeting.

The Chairman of the Supervisory Board, Georg F. W. Schaeffler, was tasked with the final review and confirmation by a resolution of the Supervisory Board passed on October 8, 2023, and, having performed such review, found that neither the market situation nor the overall geopolitical situation in particular had changed significantly, and confirmed the consent of the Supervisory Board to the Board of Managing Directors of Schaeffler AG on the morning of October 9, 2023.

At an extraordinary Supervisory Board meeting on November 24, 2023, the signing of an agreement on the business combination (“Business Combination Agreement”) between Schaeffler AG and Vitesco Technologies Group AG and the range for increasing the consideration offered under the public tender offer was discussed, and approved by the Supervisory Board, subject to a final review of the market situation and overall geopolitical situation on the morning of November 27, 2023. Further, the Supervisory Board agreed to issue bonds under Schaeffler AG’s debt issuance program in the near future to finance part of the bridge facility obtained in connection with the transaction. Prof. Dr. Hans-Jörg Bullinger and Prof. TU Graz e.h. KR Ing. Siegfried Wolf did not attend the meeting.

The Chairman of the Supervisory Board, Georg F. W. Schaeffler, was tasked with the final review and confirmation by a resolution of the Supervisory Board passed on November 24, 2023, and, having performed such review, found that neither the market situation nor the overall geopolitical situation in particular had changed significantly, and therefore confirmed the consent of the Supervisory Board to the signing of the Business Combination Agreement and the increase in the consideration offered to EUR 94 per share to the Board of Managing Directors of Schaeffler AG on the morning of November 27, 2023.

At its fourth and final regular meeting during the reporting period on December 15, 2023, the Supervisory Board was briefed on the Schaeffler Group's most recent results of operations and the results of the third quarter of 2023. Additional discussions addressed the macroeconomic environment, geopolitical risks, and the resulting implications for the Schaeffler Group. The Supervisory Board dealt with the annual review of the remuneration of the Managing Directors and, based on preparation and recommendations made by the presidential committee, specified the performance criteria – and their weights – for the variable remuneration of each Managing Director as well as the individual total target remuneration for 2024. Additionally, the indicative target achievement for 2023 was reported on and a resolution was passed appointing the auditor of the remuneration report for 2023. A further focal point of the meeting was the discussion and approval of the Schaeffler Group’s budget for 2024 and long-range plan for the years 2024 to 2028.

The Supervisory Board then decided to call an extraordinary general meeting and a separate meeting of the common non-voting shareholders on February 2, 2024, to vote on standardizing the classes of shares, and decided on proposed resolutions for these meetings.

Finally, the Supervisory Board dealt with the declaration of conformity with the German Corporate Governance Code (section 161 AktG).

Topics of Supervisory Board committee meetings

The presidential committee of the Supervisory Board held a total of four regular meetings and one extraordinary meeting during the reporting period. The four regular meetings were held as in-person meetings with an option to attend remotely via video conference, and the extraordinary meeting was held in a virtual format via video conference. Presidential committee meetings were used to prepare the plenary meetings of the Supervisory Board, especially the personnel decisions to be made by the Supervisory Board. The Supervisory Board also approved positions assumed by Managing Directors on supervisory or similar boards of other companies and institutions.

At its extraordinary meeting on August 25, 2023, the Supervisory Board dealt with the acquisition of 100% of the shares of KRSV Innovative Auto Solutions Private Limited, an e-commerce start-up in the Indian automotive aftermarket. The presidential committee consented to the transaction subject to approval by the board of directors of Schaeffler India Limited.

The audit committee held four regular meetings and one extraordinary meeting during the year that were held as in-person meetings with an option to attend remotely via video conference. With the auditors as well as the CEO and the CFO present, the audit committee addressed the separate and consolidated financial statements including the non-financial report and the dependency report. The audit committee discussed the semi-annual interim report as well as the quarterly interim statements with the CEO, the CFO, and the auditors. The audit committee monitored the selection, independence, qualifications, rotation, and efficiency of the auditors and dealt with reviewing the quality of the auditors. Specific non-audit services provided by the auditor were discussed and approved.

The audit committee held regular discussions with the auditors – both with and without the Board of Managing Directors being present – in connection with the preparation for and performance of the audit. During its meetings, the audit committee also regularly held discussions with neither the Board of Managing Directors nor the auditors being present. The chairman of the audit committee regularly discussed the progress of the audit with the auditors outside of meetings and reported to the committee on this.

Moreover, the audit committee dealt with compliance and addressed the quarterly reports and the annual report of the chief compliance officer. Additionally, the audit committee discussed financial reporting and the financial reporting process, the appropriateness and effectiveness of the risk management system and the internal control system of the Schaeffler Group taking into account the requirements of the Financial Market Integrity Strengthening Act (Finanzmarktintegritätsstärkungsgesetz – FISG), and dealt with the effectiveness, resources, and findings of Internal Audit.

Audit committee meetings discussed conformity with the EU taxonomy and the regulatory requirements of the ESRS standards. The technical compliance part of the compliance management system was presented, as were the milestones for certification under IDW AsS 980. Further, the audit committee dealt with the status of information & cyber security and the implementation of SAP S/4HANA and was briefed on the voluntary audit of the tax compliance management system (tax CMS) by the Bavarian fiscal authority.

The Supervisory Board recommended to the annual general meeting 2023 that it appoint KPMG AG Wirtschaftsprüfungsgesellschaft auditors of the separate and consolidated financial statements and auditors for purposes of reviews of interim financial statements and financial information. The audit committee engaged KPMG AG Wirtschaftsprüfungsgesellschaft as auditors

and determined areas of focus for the audit. The audit committee also proposed to the Supervisory Board that it engage KPMG AG Wirtschaftsprüfungsgesellschaft to perform a limited assurance engagement on the non-financial report.

As current law requires a periodic external rotation of auditors as at the end of 2024, the audit committee also dealt with the tendering procedure for the auditors.

The technology committee held two regular meetings during the reporting period that were held as in-person meetings with an option to attend remotely via video conference. The first meeting was provided with an overview over the Technology Dialog 2023 and then heard a presentation on the innovation-to-business strategy and the innovation portfolios of the individual innovation clusters. The second meeting of the technology committee, which was held at the location of the AKO (Aftermarket Kitting Operations) logistics center of the Automotive Aftermarket division in Halle (Saale), focused on technological innovations of the Automotive Aftermarket division and their demonstration during a tour of the AKO.

During the reporting period, the nomination committee dealt with replacing Maria-Elisabeth Schaeffler-Thumann and prepared the Supervisory Board's nomination for the election of a shareholder representative on the Supervisory Board for the annual general meeting 2023. In selecting possible female candidates and preparing a recommended resolution for the Supervisory Board, the nomination committee considered, in particular, the Supervisory Board's profile of expertise and diversity scheme. The nomination committee passed a resolution in writing proposing to the annual general meeting a candidate for election to the Supervisory Board.

No meetings of the mediation committee were required during the reporting period.

Report of the Supervisory Board

Disclosure of attendance at meetings by individual

Members' attendance rate at meetings of the Supervisory Board or its committees was 94.5%. The attendance of Supervisory Board members at meetings of the Supervisory Board and its committees is disclosed by individual as follows:

Meeting attendance

	Full Supervisory Board		Presidential committee		Audit committee		Technology committee		Nomination committee		Mediation committee	
	Number	in %	Number	in %	Number	in %	Number	in %	Number	in %	Number	in %
Georg F. W. Schaeffler Chairman	11/11	100	5/5	100	5/5	100	2/2	100				
Maria-Elisabeth Schaeffler-Thumann Deputy Chairperson (until April 20, 2023)	3/3	100	1/1	100								
Jürgen Wechsler Deputy Chairperson	11/11	100	5/5	100	5/5	100	2/2	100				
Sabine Bendiek	9/11	82	4/4	100								
Prof. Dr. Hans-Jörg Bullinger	9/11	82					2/2	100				
Dr. Holger Engelmann	6/11	55			2/5	40						
Prof. Dr. Bernd Gottschalk	11/11	100										
Andrea Grimm	11/11	100			4/5	80						
Ulrike Hasbargen	11/11	100										
Thomas Höhn	11/11	100			5/5	100						
Susanne Lau	11/11	100										
Dr. Alexander Putz	11/11	100										
Barbara Resch	10/11	91	4/5	80								
Katherina Reiche (since April 20, 2023)	7/8	88										
Jürgen Schenk	11/11	100					2/2	100				
Helga Schönhoff	11/11	100										
Ulrich Schöpplein (since August 1, 2023)	5/5	100	3/3	100			1/1	100				
Robin Stalker	9/11	82			5/5	100						
Salvatore Vicari (until July 31, 2023)	6/6	100	2/2	100			1/1	100				
Prof. TU Graz e.h. KR Ing. Siegfried Wolf	9/11	82	5/5	100			2/2	100				
Prof. Dr.-Ing. Tong Zhang	10/11	91					2/2	100				
Markus Zirkel	11/11	100					2/2	100				
		93		98		87		100				

Training and continuing education

Supervisory Board members are responsible for obtaining any training or continuing education necessary to fulfill their duties, such as training on changes in the legal environment and on new technologies, and Schaeffler AG supports them in this by providing internal continuing education measures.

Separate and consolidated financial statements 2023

KPMG AG Wirtschaftsprüfungsgesellschaft has audited the separate financial statements, the consolidated financial statements, and the combined management report as at December 31, 2023, prepared by the Board of Managing Directors in accordance with German commercial law, including the accounting records and the accounting-related internal control system as well as the early warning risk identification system. The consolidated financial statements of Schaeffler AG as at and for the year ended December 31, 2023, were prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union and the additional requirements of German commercial law pursuant to section 315e (1) German Commercial Code.

KPMG AG Wirtschaftsprüfungsgesellschaft has also audited the report on relations with affiliated companies (“dependency report”) prepared by the Board of Managing Directors in accordance with section 312 AktG. The report covers the period from January 1, 2023, to December 31, 2023.

The auditors have issued unqualified audit opinions on the separate financial statements and the consolidated financial statements. They also found that the Board of Managing Directors has made the arrangements required by section 91 (2) 312 AktG for the timely identification of risks, and that the early warning risk identification system is suitable for identifying on a timely basis any developments jeopardizing the existence of the company as a going concern.

KPMG AG Wirtschaftsprüfungsgesellschaft has issued the following unqualified audit opinion on the dependency report in accordance with section 313 (3) AktG:

“In accordance with our conscientious audit and assessment, we confirm that the statements of fact in the report are correct, the consideration given by the company in the course of the transactions listed in the report was not unreasonably high, and the measures listed in the report are not an occasion for an assessment substantially different from that of the Board of Managing Directors”.

Schaeffler AG has prepared a combined separate group non-financial report for 2023 that is included in the sustainability report. KPMG AG Wirtschaftsprüfungsgesellschaft performed a limited assurance engagement on the non-financial report. KPMG AG Wirtschaftsprüfungsgesellschaft found that, based on the limited review procedures performed, nothing has come to its attention that causes it to believe that the combined separate group non-financial report has not been prepared, in all material respects, in accordance with legal requirements.

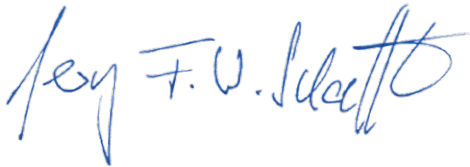
The audit committee finalized its discussions of the financial statement documents, the combined separate group non-financial report, the dependency report, the long-form audit reports, and the report on the limited assurance engagement with the Board of Managing Directors and the auditors on February 22, 2024. The audit committee scrutinized the development of earnings for 2023, the financial position and net assets as at the reporting date, and, particularly, provisions for risks. The financial statement documents, the combined separate group non-financial report included in the sustainability report, the dependency report, and the long-form audit reports were also finalized in the Supervisory Board meeting convened to approve the financial statements on February 23, 2024. The required documents had been distributed to all members of the audit committee and the Supervisory Board in due time before these meetings to give members sufficient opportunity to examine them. The auditor was present during the discussion. He reported on significant findings of the financial statement audit and the limited assurance engagement and was available to provide additional information to the audit committee and the Supervisory Board. Based on its own examinations of the separate financial statements, the dependency report (including the closing statement of the Board of Managing Directors), the combined separate group non-financial report, and the consolidated financial statements together with the combined management report, and based on recommendations made by the audit committee, the Supervisory Board concurs with the result of the auditors’ audits. There was no cause for objection, including objection to the closing statement on the dependency report prepared by the Board of Managing Directors. The Supervisory Board has approved the separate financial statements and the consolidated financial statements. The separate financial statements have thus been adopted.

Report of the Supervisory Board

The Supervisory Board has reviewed the appropriation of retained earnings proposed by the Board of Managing Directors and will, together with the Board of Managing Directors, propose to the annual general meeting the payment of a dividend of EUR 0.44 per common share and EUR 0.45 per common non-voting share in respect of 2023.

On behalf of the Supervisory Board, I would like to express my sincere gratitude to the members of the Executive Board, to the remaining management, and to all employees of Schaeffler AG and the group companies for their commitment and dedication and their constructive teamwork during this challenging year 2023.

For the Supervisory Board

A handwritten signature in blue ink, reading "Georg F. W. Schaeffler". The signature is written in a cursive style with a large, stylized initial 'G'.

Georg F. W. Schaeffler
Chairman

Herzogenaurach, February 23, 2024