

Conditions and Criteria for Candidates for Supervisory Board Members

When determining the profiles of candidates for Supervisory Board Members, particularly the following criteria will be taken into consideration:

- personal integrity and business ethics;
- experience reflected in business performance and reputation;
- at least university-level education (regular programme) or master's degree in the relevant discipline (Bologna level 2);
- adequate experience in corporate governance, organisation or management, or work experience in the company's industry;
- comprehensive business and relevant professional knowledge for the performance of the supervisory position;
- the ability to act and make decisions in the company's long-term interest, thereby subduing to this cause potential alternative personal or other individual interests (of third persons, employees, the Management Board, shareholders, the public and the government);
- candidates are not managers, supervisors, representatives or consultants of competitive companies in the industry of the respective company's primary business, and they are also not significant shareholders or stakeholders in such competitive companies;
- candidates are not economically, personally or otherwise connected with the company or its Management Board;
- candidates do not have conflicts of interests which cannot be managed;
- candidates have sufficient time or will have sufficient time once they have been appointed;
- candidates are capable of efficient communication and teamwork;
- candidates are prepared to undertake continuous training and professional development;
- candidates have a certificate evidencing their specialised professional competence for membership on the Supervisory Board.