

Target, policy and its implementation regarding the representation of the under-represented gender in the management body

[art. 27 par. 4 CSDR]

The applied diversity, including the balance between the sexes, which is not approached based on the principle of mandatory quota, but based on objectivity is a key element in achieving strategic goals and maintaining the growth of the Company.

In this context, a genuinely differentiated Board of Directors must include and make the most of the skills, views, abilities, qualifications, knowledge, educational background, business experience, gender, age and other qualities of its members.

The above differentiation parameters should be taken into account in determining the best possible composition of the Board of Directors and, if possible when imbalances are found, they must be properly balanced.

During the process of selecting candidates for the positions of members of the Board of Directors, everyone must be evaluated based on the same criteria, regardless of gender. A prerequisite for the appointment of a member of the Board of Directors is primarily the existence of the necessary qualifications, however, the Company will ensure that women and men will have equal opportunities to be selected as candidates.