**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 competing companies and they are not significant shareholders of those 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.