

7. Assessment of the Board of Directors

Annual Assessment of the Performance of the Board of Directors, its Members and Committees

The Nomination and Rewards Committee has successfully completed the annual performance assessment of the Board, its members and its Committees for the year 2025. The comprehensive review process was designed to evaluate the effectiveness of governance practices, adherence to strategic objectives, and the overall contribution of the Board and its members.

The assessment identified several areas of strength, while also highlighting opportunities for further enhancement to ensure continued excellence in governance and oversight. These insights will inform targeted initiatives to strengthen the Board and its Committees' performance, foster greater engagement, and align with the Group's long-term strategic goals.

Assessment of the BoD by an Independent Professional Entity

An evaluation of the performance of the Board, its members, and its committees conducted by an independent professional entity is performed once every three years. Last assessment of the Board of Directors has been performed during 2024. There was no assessment by independent external party in 2025.

8. Organizational Structure and Executive Management

Organisation Chart¹

The Internal Audit reports directly to the Board for independent oversight and avoidance of conflict.



¹ This Organisation Chart was implemented on the 21st June 2023 and was valid as of 31st December 2025.