

**CORPORATE GOVERNANCE EVALUATION
DO & CO
in the business year 2024/25**



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Corporate Governance Evaluation report for the financial year 2024/25

Report on the external evaluation
compliance with the Austrian
Corporate Governance Code
by DO & CO Aktiengesellschaft
in the financial year from 1 April 2024 to 31 March 2025

Created by:
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Summary of the results of the evaluation of DO & CO Aktiengesellschaft's compliance with the Austrian Code of Corporate Governance in the business year 2024/25

The Austrian Code of Corporate Governance provides Austrian stock corporations with a regulatory framework for the management and supervision of the company. It contains the internationally recognised standards for good corporate governance as well as the relevant provisions of Austrian stock corporation law. The Austrian Code of Corporate Governance comes into force through the voluntary commitment of companies to the Corporate Governance Principles as amended. All listed companies are therefore called upon to make a public declaration of compliance with the Code and to have compliance with the individual regulations regularly evaluated by an external institution and to report on this publicly.

DO & CO Aktiengesellschaft ("DO & CO") undertook in February 2007 to comply with the Austrian Code of Corporate Governance ("ÖCGK"). In accordance with Rule 62 of the ÖCGK, DO & CO decided to have an external evaluation of compliance with the rules of the ÖCGK conducted. The Management Board of DO & CO has therefore commissioned our law firm to assess DO & CO's compliance with the rules of the ACCG in the business year 2024/25 ("Evaluation").

The evaluation was based on the questionnaire for evaluating compliance with the Austrian Code of Corporate Governance, published by the Austrian Working Group for Corporate Governance ("ÖCGK questionnaire", available at www.corporate-governance.at) and the information provided to us by the company. These were verified by randomly inspecting the company's documents.

As a result, the evaluation shows that DO & CO complied with the rules of the ACCG 2023 in the 2024/25 financial year - insofar as these were covered by DO & CO's declaration of conformity. Some rules were not applicable to DO & CO during the evaluation period.

This evaluation report should not be construed as an investment recommendation, nor should it be used as a basis for investment decisions or decisions to enter into contracts with DO & CO. We are not liable to any third party in connection with this report.

Graz/Vienna, 2th June 2025

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QUESTIONNAIRE FOR THE VOLUNTARY EXTERNAL EVALUATION OF COMPLIANCE WITH THE AUSTRIAN CORPORATE GOVERNANCE CODE

In accordance with C-Rule 62, the company must have compliance with the C-Rules of the Code evaluated by an external institution on a regular basis, at least every three years, and report on the results in the Corporate Governance Report.

The questionnaire published by the Austrian Working Group for Corporate Governance is intended to ensure the greatest possible standardisation in the voluntary external evaluation and thus guarantee a high degree of comparability of the evaluation results. The aim of the evaluation is to provide the public with a picture of the company's compliance with the publicly declared corporate governance principles. Use of the questionnaire is voluntary. With the help of the clearly and simply designed questionnaire, investors should be able to quickly gain an impression of the company's corporate governance. Answered questionnaires can therefore be published by the company for this purpose.

The questionnaire asks about the C rules of the Code in accordance with the comply or explain principle. The L rules of the Code are not queried, as compliance with them is a result of the statutory provisions. The comments field is used by the reviewing organisation in particular to explain whether the non-compliance with a C-rule was sufficiently and comprehensibly justified by the company. When selecting the auditing organisation, care must be taken to ensure that it meets the following requirements: independence from the audited company, free from self-interest, expertise and confidentiality.

Reviewed company	DO & CO Aktiengesellschaft
Period under review	Financial year 2024/25 (1 April 2024 - 31 March 2025) and related circumstances relevant to the financial year 2024/25 that occurred before 31 March 2025
Reviewing organisation:	hba Rechtsanwälte GmbH, Graz / Vienna

Basis and procedure for the evaluation: The evaluation was performed using the provisions of the Austrian Code of Corporate Governance as amended in January 2023 and in accordance with the rules of the International Federation of Accountants (IFAC) on engagements to review financial statements (ISRE 2400, formerly ISA 910). These principles make it necessary to plan and perform the evaluation in such a way that an appropriate level of assurance can be obtained as to whether the declaration of the Management Board and Supervisory Board on compliance with the Corporate Governance Code is free of material misstatements. The evaluation of compliance with the Austrian Code of Corporate Governance essentially involves interviewing the persons responsible, random checks and inspection of documents as well as an assessment of the declarations made

Chapter II Shareholders and Annual General Meeting

Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
				YES	NO	
2	1	Does the company apply the principle of "one share, one vote", i.e. has the company only issued shares where each share confers one voting right and no rights of appointment to the Supervisory Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	

Chapter III Cooperation between the Supervisory Board and the Executive Board

Rule	Question no	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
				YES	NO	
10	1	Is there a joint statement by the Supervisory Board and the Executive Board that open discussions take place between Supervisory Board members and Executive Board members at Supervisory Board meetings?	X	<input type="checkbox"/>	<input type="checkbox"/>	
10	2	Is there a statement by the Board of Directors that open discussions take place between Board members at Board meetings?	X	<input type="checkbox"/>	<input type="checkbox"/>	
12	1	Are the documents for Supervisory Board meetings generally made available at least one week before the respective meeting?	X	<input type="checkbox"/>	<input type="checkbox"/>	

Chapter IV Executive Board

Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
				YES	NO	
16	1	Does the Management Board consist of several persons?	X	<input type="checkbox"/>	<input type="checkbox"/>	
16	2	Is there a Chairman of the Management Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	

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16	3	Do the rules of procedure contain a clear allocation of responsibilities and rules for cooperation on the Management Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	
16	4	Are the names, year of birth, date of first appointment and end of the current term of office of the members of the Management Board and the allocation of responsibilities on the Management Board published in the Corporate	X	<input type="checkbox"/>	<input type="checkbox"/>	
16	5	Are supervisory board mandates or comparable functions of members of the Management Board in other domestic and foreign companies, unless these are included in the consolidated financial statements, listed in the corporate governance report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
16a	1	When developing and implementing the corporate strategy, does the Management Board take into account aspects of sustainability and the associated opportunities and risks with regard to the environment, social issues and corporate governance?	X	<input type="checkbox"/>	<input type="checkbox"/>	
17	1	Are communication tasks in key matters performed by the Management Board itself?	X	<input type="checkbox"/>	<input type="checkbox"/>	
18	1	Has an internal audit function been set up as a separate staff unit of the Management Board or outsourced to a suitable institution?	X	<input type="checkbox"/>	<input type="checkbox"/>	
18	2	Does the head of internal audit or a representative of the mandated institution regularly report to the audit committee on the audit plan, its implementation and key findings?	X	<input type="checkbox"/>	<input type="checkbox"/>	
18a	1	Does the Management Board report to the Supervisory Board at least once a year on the precautions taken to combat corruption in the company?	X	<input type="checkbox"/>	<input type="checkbox"/>	
26	1	Do the members of the Management Board have no more than four supervisory board mandates (chairmanship counts twice) in stock corporations outside the Group?	X	<input type="checkbox"/>	<input type="checkbox"/>	
26	2	Does the assumption of board functions by senior executives in companies outside the Group require the approval of the Board of Directors?	X	<input type="checkbox"/>	<input type="checkbox"/>	
26	3	Was the non-compete clause not cancelled?	X	<input type="checkbox"/>	<input type="checkbox"/>	

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27	1	Does the remuneration of the Management Board include fixed and variable components?	X	<input type="checkbox"/>	<input type="checkbox"/>	
27	2	Are the variable components of remuneration linked to measurable, sustainable, long-term and multi-year performance criteria and do they not encourage inappropriate risk-taking?	X	<input type="checkbox"/>	<input type="checkbox"/>	
27	3	Are non-financial criteria, including environmental, social or governance criteria, also taken into account in the variable remuneration?	X	<input type="checkbox"/>	<input type="checkbox"/>	
27	4	Are maximum limits set in advance for the variable remuneration components in terms of amounts or percentages of the fixed remuneration components?	X	<input type="checkbox"/>	<input type="checkbox"/>	
27	5	Is there provision for the company to reclaim variable remuneration components if it transpires that these were paid out on the basis of manifestly incorrect data?	X	<input type="checkbox"/>	<input type="checkbox"/>	
27a	1	Has it been agreed that in the case of severance payments in the event of premature termination of a Management Board member's contract without good cause, there is no entitlement to more than two years' total remuneration and that no more than the remaining term of the Management Board member's contract must be compensated?	X	<input type="checkbox"/>	<input type="checkbox"/>	
27a	2	Has it been agreed that no severance payment is to be made in the event of premature termination of the Management Board contract for good cause for which the Management	X	<input type="checkbox"/>	<input type="checkbox"/>	
27a	3	In the event that agreements have been made for the premature termination of a Management Board contract, do these take into account the circumstances of the departure and the economic situation of the company?	X	<input type="checkbox"/>	<input type="checkbox"/>	
28 ⁽¹⁾	1	Have measurable, long-term and sustainable criteria been defined in advance for stock option programmes or programmes for the preferential transfer of shares for members of the Management Board?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable as there is no stock option programme or programme for the preferential transfer of shares by members of the Management Board.
28	2	Is it impossible to change the criteria at a later date?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n.a.

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28	3	Is it planned to hold an appropriate proportion of the company's shares for the duration of the programme, at the latest until the end of the Management Board activity?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n.a.
28	4	Is there a waiting and/or retention period of at least 3 years in total?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n.a.
28	5	Does the Annual General Meeting decide on stock option programmes and share transfer programmes for members of the Management Board and their amendment?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n.a.

Chapter V Supervisory Board

Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
				YES	NO	
34	1	Has the Supervisory Board adopted rules of procedure?	X	<input type="checkbox"/>	<input type="checkbox"/>	
34	2	Does it define the information and reporting obligations of the Management Board, unless they are already regulated in the articles of association or the rules of procedure of the Management	X	<input type="checkbox"/>	<input type="checkbox"/>	
34	3	Does the reporting obligation also extend to subsidiaries?	X	<input type="checkbox"/>	<input type="checkbox"/>	
34	4	Do the rules of procedure stipulate the establishment of committees and their decision-making powers?	X	<input type="checkbox"/>	<input type="checkbox"/>	
34	5	Are the number and type of committees established and their decision-making powers published in the corporate governance report?	X	<input type="checkbox"/>	<input type="checkbox"/>	

Questions 1-5 of Rule 28 only need to be completed if a stock option programme or a programme for the preferential transfer of shares exists.

Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
				YES	NO	
36	1	Were more than 4 Supervisory Board meetings held if this was necessary?	X	<input type="checkbox"/>	<input type="checkbox"/>	

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36	2	Are the number of meetings of the Supervisory Board disclosed in the Corporate Governance Report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
36	3	Does the Supervisory Board annually review the efficiency of its activities, in particular its organisation and working methods (self-evaluation)?	X	<input type="checkbox"/>	<input type="checkbox"/>	
37	1	Does the Chairman of the Supervisory Board maintain regular contact with the Chairman of the Management Board and discuss the company's strategy, business development, risk situation and risk management with him?	X	<input type="checkbox"/>	<input type="checkbox"/>	
38	1	Was a defined (structured) appointment procedure used for appointments to the Management Board? ²	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable - there were no appointments to the Executive Board.
38	2	Has a requirements profile been defined depending on the company's orientation and situation? ³	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable - there were no appointments to the Executive Board.
38	3	Does the Supervisory Board or a committee take succession planning into account in its deliberations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable - there were no appointments to the Executive Board.
38	4	Has it been taken into account that no member of the has been convicted of an offence by a court of law is condemned, that his professional reliability as a board member?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable - there were no appointments to the Executive Board.
39	1	Do the chairmen of the committees regularly to the Supervisory Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	
39	2	Do the committees have a majority of independent members (C Rule 53)?	X	<input type="checkbox"/>	<input type="checkbox"/>	
39	3	If the Corporate Governance Report publishes the number the number of committee meetings published and and the activities of the committees?	X	<input type="checkbox"/>	<input type="checkbox"/>	

² Only to be completed if a Management Board appointment was made in the reporting period.

³ Only to be completed if a Management Board appointment was made in the reporting period.

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Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
			YES	YES	NO	
39	4	Are the members of the committees and the chairmen listed by name in the corporate governance report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
41	1	In the case of a Supervisory Board with more than 6 members in total, has a nomination committee been set up?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable, as the Supervisory Board consisted of only 4 members in FY 2023/2024
42	1	If Supervisory Board mandates became vacant, were proposals for appointments submitted to the Annual General Meeting by the Nomination Committee or the Supervisory Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	
43	1	In the case of a Supervisory Board with more than 6 members in total, has a remuneration committee been established or have these matters been delegated to the nomination committee?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable, as the Supervisory Board consisted of only 4 members in FY 2024/2025.
43	2	Is the Chairman of the Supervisory Board a member of the Remuneration Committee?	X	<input type="checkbox"/>	<input type="checkbox"/>	
43	3	Does the Remuneration Committee review the remuneration policy at regular intervals?	X	<input type="checkbox"/>	<input type="checkbox"/>	
43	4	Does the remuneration committee include at least one person who has knowledge and experience in the area of remuneration policy?	X	<input type="checkbox"/>	<input type="checkbox"/>	
43	5	Is it ensured that any advisor to the Remuneration Committee does not simultaneously advise the Board of Directors on	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable - no consultant was commissioned.
45	1	Do the members of the Supervisory Board not fulfil any board functions in other companies that compete with the company?	X	<input type="checkbox"/>	<input type="checkbox"/>	
46	1	Have any conflicts of interest that have arisen been disclosed to the Chairman of the Supervisory Board without delay or are appropriate precautions in place?	X	<input type="checkbox"/>	<input type="checkbox"/>	
47	1	If a company that is not authorised authorisation for banking transactions loans (goods and cash loans) granted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable (no loans were granted).

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49	1	Are contracts requiring approval in accordance with L-Rule 48 and the respective remuneration published in the Corporate Governance Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable (did not exist).
51	1	Are no stock option plans generally provided for Supervisory Board members? If, in exceptional cases, stock option plans are granted to Supervisory Board members, have these been approved in detail (i.e. at least the exercise conditions, the number of options, the option price and the holding period) by the Annual General Meeting?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable (there are no stock option plans).
52a	1	Is the maximum number of Supervisory Board members, excluding employee representatives, 10?	X	<input type="checkbox"/>	<input type="checkbox"/>	
52a	2	Has every new member of the Supervisory Board been adequately informed about the structure and activities of the company and about the duties and responsibilities of Supervisory Board	X	<input type="checkbox"/>	<input type="checkbox"/>	
53	1	Does the Supervisory Board (excluding employee representatives) have a majority of members who are independent of the company and its Management Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	
53	2	Has the Supervisory Board defined criteria for independence and published them in the Corporate Governance Report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
53	3	Are the independent members listed in the corporate governance report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
54	1	In the case of a free float of more than 20%: Is there at least one independent member in accordance with C-Rule 53 who is also not a shareholder with more than 10% or represents the interests of such a shareholder? In the case of a free float of more than 50%: Are there at least two independent members in accordance with C Rule 53 who are also not shareholders with more than 10% or who represent the interests of such a shareholder?	X	<input type="checkbox"/>	<input type="checkbox"/>	

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54	2	Does the corporate governance report state which members of the Supervisory Board fulfil these criteria?	X	<input type="checkbox"/>	<input type="checkbox"/>	
57	1	Do supervisory board members who are members of the management board of a listed company have no more than four supervisory board mandates (chairmanship counts twice) in non-group stock corporations?	X	<input type="checkbox"/>	<input type="checkbox"/>	
58	1	Does the Corporate Governance Report state the Chairman and Deputy Chairman as well as the name, year of birth, year of first appointment of each Supervisory Board member and the end of the current term of office?	X	<input type="checkbox"/>	<input type="checkbox"/>	
58	2	Are the other supervisory board mandates or comparable functions in domestic and foreign listed companies disclosed for each supervisory board member in the corporate governance report or on the website?	X	<input type="checkbox"/>	<input type="checkbox"/>	
58	3	Are absences of individual Supervisory Board members noted in the corporate governance report for more than half of the meetings? ⁴	X	<input type="checkbox"/>	<input type="checkbox"/>	

Chapter VI Transparency and audit

Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
61	1	Has a declaration of commitment to comply with the Austrian Code of Corporate Governance (commitment to the Code) been made in the Corporate Governance Report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
61	2	Has the corporate governance report been published on the company's website?	X	<input type="checkbox"/>	<input type="checkbox"/>	
61	3	Was this website included in the management report	X	<input type="checkbox"/>	<input type="checkbox"/>	

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62	1	Was compliance with the C-Rules of the Code evaluated by an external institution on a regular basis, but at least every three years, and were the results reported in the Corporate Governance Report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
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4 Only to be answered if such absences occurred.

Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
64	1	Has the current shareholder structure, differentiated according to geographical origin and investor type, cross-shareholdings, the existence of syndicate agreements, voting right restrictions, registered shares and the associated rights and restrictions been disclosed on the website and in the annual report, insofar as the company is aware of this?	X	<input type="checkbox"/>	<input type="checkbox"/>	
64	2	Have current changes to voting rights been announced on the website?	X	<input type="checkbox"/>	<input type="checkbox"/>	
64	3	Have the articles of association been published on the website published?	X	<input type="checkbox"/>	<input type="checkbox"/>	
67	1	Was information relevant to the capital market from presentations and analysts' conferences made available to all shareholders at the same time?	X	<input type="checkbox"/>	<input type="checkbox"/>	
68	1	Were the reports also made available in English?	X	<input type="checkbox"/>	<input type="checkbox"/>	
68	2	Were the reports also made available on the company's website?	X	<input type="checkbox"/>	<input type="checkbox"/>	
68	3	Have the annual financial statements under company law been made available?	X	<input type="checkbox"/>	<input type="checkbox"/>	

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70	1	Have the main risk management instruments used in relation to non-financial risks been described in the Group management report?	X	<input type="checkbox"/>	<input type="checkbox"/>	
72	1	Has a contact person for investor relations been appointed and published with contact details on the company's website?	X	<input type="checkbox"/>	<input type="checkbox"/>	
73	1	Are notifications of directors' dealings published immediately on the company's website and do they remain there for at least three months?	X	<input type="checkbox"/>	<input type="checkbox"/>	
74	1	Has a financial calendar for the coming financial year with the content stipulated in the Code been prepared at least two months before the start of the new financial year and published immediately on the company's website?	X	<input type="checkbox"/>	<input type="checkbox"/>	
77	1	Does the contract for the audit of the (consolidated) financial statements stipulate that the audit will be conducted in accordance with International Standards on Auditing (ISAs)?	X	<input type="checkbox"/>	<input type="checkbox"/>	

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Rule	Question No	Question	COMPLY	EXPLAIN		Comments from the reviewing organisation
			YES	YES	NO	
81a	1	Was the (group) auditor invited to a further meeting in addition to the cases provided for by law or, if no more than two audit committee meetings were held, was the group auditor invited to both meetings?	X	<input type="checkbox"/>	<input type="checkbox"/>	
81a	2	Did this meeting also determine how the two-way communication between the (Group) auditor and the Audit Committee is to take place?	X	<input type="checkbox"/>	<input type="checkbox"/>	
81a	3	Did these meetings also provide an opportunity for an exchange between the Audit Committee and the (Group) auditor without the presence of the Executive Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	
81a	4	Was the auditor also invited to other meetings of the Audit Committee if required?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable - no need.
82a	1	Following the completion of the audit of the consolidated financial statements, did the Management Board provide the Supervisory Board with a statement showing the total expenses for the audits in all Group companies, broken down into expenses for the Group auditor, for members of the network to which the Group auditor belongs and for other auditors working in the Group?	X	<input type="checkbox"/>	<input type="checkbox"/>	
83	1	Did the auditor report to the Management Board on the effectiveness of the risk management system?	X	<input type="checkbox"/>	<input type="checkbox"/>	
83	2	Has this report been brought to the attention of the Chairman of the Supervisory Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	
83	3	Was this discussed in the Audit Committee and reported on in the Supervisory Board?	X	<input type="checkbox"/>	<input type="checkbox"/>	