Corporate Governance Report

Austrian Post is a joint stock company under Austrian law and is publicly listed on the Vienna Stock Exchange. In accordance with Section 243c of the Austrian Commercial Code (UGB) and the relevant provisions of the Austrian Corporate Governance Code (ACGC), the company prepares a consolidated Corporate Governance Report every year as at 31 December, which is available at post.at/investor. In accordance with the recommendation set out in the statement published by the Austrian Financial Reporting and Auditing Committee (AFRAC) on corporate governance reports, the Corporate Governance Report of the parent company and the consolidated Corporate Governance Report have been combined in one report.

For Austrian Post, corporate governance means systematically applying the principles of responsible and sustainable corporate management, which encompasses all areas of the company. Key pillars of the corporate culture include transparent reporting and communication, corporate governance that is aligned with the interests of all stakeholders, cooperation based on trust between the Management Board and the Supervisory Board, as well as among employees, and stringent compliance with the applicable legislation.

The Austrian Stock Corporation Act, Austrian Capital Market Act, Austrian Commercial Code, regulations on co-determination, the Articles of Association and by-laws for corporate bodies of the company together with the Austrian Corporate Governance Code comprise the legal framework for corporate governance at Austrian Post.

1. Commitment to the Austrian Corporate Governance Code

The Austrian Corporate Governance Code (ACGC) provides a set of rules ensuring good and responsible corporate governance and control on the Austrian capital market that are consistent with international standards. The aim of the ACGC is to ensure the responsible management and control of companies and groups in the interests of achieving sustainable and long-term value creation. This tool is designed to provide a high level of transparency for all of the company's stakeholders.

Austrian Post is unreservedly committed to complying with the latest version of the ACGC and considers maintaining and further developing the company's high internal standards to be a top priority. In the 2025 financial year, Austrian Post complied with all rules and recommendations of the Austrian Corporate Governance Code.

The ACGC is publicly available on the Austrian Post website at post.at/investor or on the website of the Austrian Working Group for Corporate Governance at corporate-governance.at.

In accordance with Rule 62 of the Austrian Corporate Governance Code, Austrian Post's compliance with the code and the accuracy of its related public reporting is reviewed externally on a regular basis. The evaluation carried out by BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft for the 2025 financial year did not give rise to any objections regarding the public declarations made in accordance with the Code. Compliance with provisions regarding the auditor (C-Rules 77 to 83) was examined and confirmed by the law firm CMS Reich-Rohrwig Hainz. The next external evaluation is scheduled for the 2027 financial year.

2. Composition of the Management Board

The Management Board of Austrian Post has comprised the following three members since 1 January 2025:

Management Board of Austrian Post, from left to right:
Barbara Potisk-Eibensteiner, Walter Oblin, Peter Umundum

Members of the Management Board

NAME (year of birth)	WALTER OBLIN (1969)	PETER UMUNDUM (1964)	BARBARA POTISK-EIBENSTEINER (1968)
Position	CEO	Deputy CEO Parcel & Logistics (COO)	Member of the Management Board Chief Financial Officer (CFO)
First appointed	1 July 2012 (CFO) 1 October 2024 (CEO)	1 April 2011	1 January 2025
Current term of office expires	30 September 2029[1]	31 March 2031[2]	31 December 2029[3]

[1] 1 October 2024 to 30 September 2029 (including a two-year extension option)
[2] Reappointed with effect from 1 April 2026 until 31 March 2031 (including a two-year extension option)
[3] 1 January 2025 to 31 December 2029 (including a two-year extension option)

Walter Oblin

Walter Oblin was born in Villach on 4 May 1969. He concluded his studies in Mechanical Engineering and Business Economics at Graz University of Technology and also holds an American MBA degree. He began his professional career in 1994 as a management consultant for McKinsey & Company in Vienna. He then became a partner in 2000 and assumed managerial tasks as a member of McKinsey's Management Board in Austria and in its global transport and logistics sector. After working for a German CleanTech start-up, he joined Austrian Post in autumn 2009 as Head of Strategy and Group Development. In July 2012, he took over the role of Chief Financial Officer and, at the beginning of 2019, also assumed responsibility for the Mail Division. The Supervisory Board of Austrian Post appointed Walter Oblin as Chair of the Management Board and Chief Executive Officer with effect from 1 October 2024.

Areas of responsibility: Mail Division, Business Solutions, Branch Network, Financial Services, Group Strategy, Digitalisation and Innovation, Corporate Communications, Customer Initiatives and Service, Investor Relations & Corporate Governance, Group Auditing, Risk Management & Compliance, Human Resources Management, responsibility for the investments assigned to these areas

Executive and supervisory role in major subsidiaries: Deputy Chair of the Supervisory Board of bank99 AG

Peter Umundum

Peter Umundum was born on 20 February 1964 in Knittelfeld and studied technical mathematics and computer science at Graz University of Technology. He began his professional career in 1988 at Steierbrau AG, the predecessor of Brau Union AG. In 1994, he moved to Styria Medien AG as Head of IT, where he was responsible for establishing the online business, and in 1996, he was appointed Managing Director of the subsidiary Media Consult Austria GmbH. In 1999, Peter Umundum was a co-founder and Managing Director of the delivery service redmail and was also involved in the Styria Group's launch on the Croatian market. In 2001, Peter Umundum was appointed the Managing Director of the daily newspaper Die Presse, and in 2003, he became Managing Director of the daily newspaper Kleine Zeitung. During this time, he was also a board member of the Austria Press Agency (APA), the Austrian Newspaper Association (VÖZ) and Austrian Circulation Control (ÖAK). Peter Umundum joined Austrian Post in 2005 as a member of the Mail Division management and has served as a member of the Management Board responsible for the Parcel & Logistics Division since 2011. He was appointed Deputy CEO on 1 October 2024.

The Supervisory Board reappointed Peter Umundum as the member of the Management Board responsible for Parcel & Logistics in May 2025. Peter Umundum's current term of office will last until 31 March 2026, and will be extended thereafter for a period of three years with a subsequent extension option for a further two years.

Areas of responsibility: Parcel Austria division, Distribution Austria, Logistics Centres & Transport, Strategic Network Planning & Steering, Logistics Solutions, CEE Parcel & Türkiye, E-commerce (Shöpping), responsibility for the investments assigned to these areas

Executive and supervisory role in major subsidiaries: Chair of the Supervisory Board of Aras Kargo a.s.

Additional functions: Executive Board of Kreditschutzverband von 1870 (KSV1870), Chairman of the Supervisory Board of Steiermärkische Krankenanstaltengesellschaft m.b.H.

Barbara Potisk-Eibensteiner

Barbara Potisk-Eibensteiner was born in Graz on 9 September 1968 and studied business administration, majoring in banking and insurance, at the University of Graz. She began her professional career at Creditanstalt in 1991. In 1995, she was appointed Group Treasurer of Böhler-Uddeholm AG. 2007 saw her move to the listed company RHI AG, where she served as CFO from 2012 to 2017 until the merger with Magnesita was finalised. From 2017 until the end of 2024, Barbara Potisk-Eibensteiner held the position of Group CFO of the paper and pulp company Heinzel Group.

The Supervisory Board of Austrian Post appointed Barbara Potisk-Eibensteiner as Chief Financial Officer with effect from 1 January 2025.

Areas of responsibility: Group Finance (Accounting, Controlling, Treasury), financial agendas of investments, Group Information Technology, Group Procurement, Group Legal, Group Real Estate, responsibility for the investments assigned to these areas

Executive and supervisory role in major subsidiaries: Member of the Supervisory Board of bank99 AG

Additional functions: Chair of the Supervisory Board of the listed company Euro Telesites AG

3. Composition of the Supervisory Board

The Supervisory Board consists of a total of twelve members – eight shareholder representatives elected by the Annual General Meeting and four employee representatives elected by the Central Works Council.

At the Annual General Meeting on 9 April 2025, Peter E. Kruse stepped down from the Supervisory Board and Eric Malitzke was elected as a new member. The Supervisory Board mandates of Huberta Gheneff and Christiane Wenckheim were also extended. At the subsequent constituent meeting of the Supervisory Board, the new composition of the Audit and Remuneration Committees was adopted.

There was also a change affecting the employee representatives: Veronika Schmidt was appointed to the Supervisory Board by the Central Works Council to succeed Ulrike Ernstbrunner with effect from 18 September 2025.

Supervisory Board of Austrian Post, from left to right: Richard Köhler, Veronika Schmidt, Andreas Rindler, Huberta Gheneff, Eric Malitzke, Elisabeth Stadler, Stefan Fürnsinn, Felicia Kölliker, Bernhard Spalt, Andreas Schieder; not pictured: Christiane Wenckheim, Maria Zesch

Shareholder representatives

NAME (year of birth)	ELISABETH STADLER (1961)	STEFAN FÜRNSINN (1979)	HUBERTA GHENEFF (1964)	FELICIA KÖLLIKER (1977)
Position	Chair of the Supervisory Board	Deputy Chair of the Supervisory Board	Member of the Supervisory Board	Member of the Supervisory Board
First appointed Term of office	20 April 2023[1] until the 2027 AGM	20 April 2023 until the 2026 AGM	19 April 2018 until the 2027 AGM	17 June 2020 until the 2026 AGM
Nationality	Austria	Austria	Austria	Switzerland
Main job	Former CEO of Vienna Insurance Group (until 30 June 2023)	Executive Director of Österreichische Beteiligungs AG (ÖBAG)	Lawyer	Member of the Executive Board of PostFinance AG (Switzerland)
Area of competence as member of the Supervisory Board	Strategy, Corporate Governance, Finance	Digitalisation, Strategy, Business Development	Legal, Regulation	Financial services
Positions in listed companies	OMV AG, Andritz AG, voestalpine AG	Telekom Austria AG, Euro Telesites AG		

[1] Member of the Supervisory Board of Austrian Post from 28 April 2011 to 19 April 2018

Shareholder representatives

NAME (year of birth)	ERIC MALITZKE (1973)	BERNHARD SPALT (1968)	CHRISTIANE WENCKHEIM (1965)	MARIA ZESCH (1973)
Position	Member of the Supervisory Board	Member of the Supervisory Board (financial expert)	Member of the Supervisory Board	Member of the Supervisory Board
First appointed Term of office	9 April 2025 until the 2027 AGM	20 April 2023 until the 2026 AGM	20 April 2023 until the 2028 AGM	18 April 2024 until the 2026 AGM
Nationality	Germany	Austria	Austria	Austria
Main job	Operating Partner, Chief Restructuring Officer, Reichmuth & Co, Zurich	Member of the Board of Managing Directors of Commerzbank AG	Supervisory Board Chair of Ottakringer Getränke AG	Member of the management, Bosch Home Comfort Group
Area of competence as member of the Supervisory Board	Parcel & Logistics, International Markets	Financial Services, Risk Management	Logistics, HR, Organisational Development	Marketing, Sales, E-commerce
Positions in listed companies				Solutions 30 SE, Luxembourg

Employee representatives

NAME (year of birth)	RICHARD KÖHLER (1965)	ANDREAS RINDLER (1967)	ANDREAS SCHIEDER (1976)	VERONIKA SCHMIDT (1966)
Position	Member of the Supervisory Board	Member of the Supervisory Board	Member of the Supervisory Board	Member of the Supervisory Board
Term of office	since 1 September 2021	since 1 November 2022	since 1 April 2022[1]	since 18 September 2025
Nationality	Austria	Austria	Austria	Austria
Main job	Chair of the Central Works Council of Austrian Post	Deputy Chair of the Central Works Council of Austrian Post	Austrian Post Central Works Council	Works Council Chair for the headquarters of Austrian Post

[1] Member of the Supervisory Board of Austrian Post from 19 October 2010 to 29 October 2018

Independence and Diversity on the Supervisory Board

In accordance with C-Rule 53 of the Austrian Corporate Governance Code, the Supervisory Board of Austrian Post has defined the following criteria to determine the independence of members of the Supervisory Board:

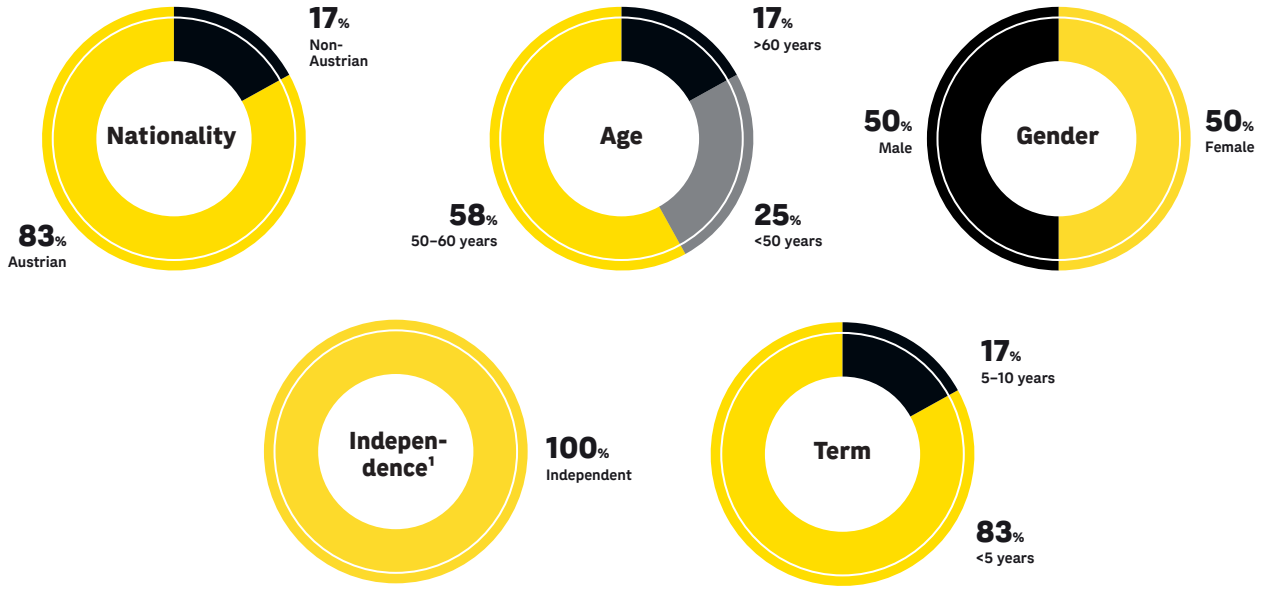
1. The member of the Supervisory Board shall not have served as a member of the Management Board or as a manager of the company or one of its subsidiaries in the past five years.
2. The member of the Supervisory Board shall not maintain or have maintained in the past year any business relations with the company or one of its subsidiaries to an extent of significance for the member of the Supervisory Board. This shall also apply to relationships with companies in which the member of the Supervisory Board has a considerable economic interest, but not to carrying out functions in corporate bodies. The approval of individual transactions by the Supervisory Board according to L-Rule 48 does not automatically mean the person is qualified as being not independent.
3. The member of the Supervisory Board shall not have been an auditor of the company, have owned a share in the auditing company or have worked there as an employee over the past three years.
4. The member of the Supervisory Board shall not be a member of the Management Board of another company in which a member of the Management Board of this company is a member of the Supervisory Board.
5. The member of the Supervisory Board shall not serve as a member of the Supervisory Board for longer than 15 years. This does not apply to members of the Supervisory Board who are shareholders with a stake in the company or who represent such a shareholder's interests.
6. The member of the Supervisory Board shall not be a close relative (i.e. direct offspring, spouse, partner, parent, uncle, aunt, sibling, niece or nephew) of a member of the Management Board or of persons in one of the above-mentioned positions.

On the basis of these Guidelines for Independence (annex to the Austrian Corporate Governance Code), all eight shareholder representatives have submitted a written declaration and declared themselves independent. The following shareholder representatives on the Supervisory Board also met the independence criterion set out in C-Rule 54 in the 2025 financial year (no representation of a shareholder with a stake of more than 10%): Huberta Gheneff, Felicia Kölliker, Eric Malitzke, Bernhard Spalt, Elisabeth Stadler, Christiane Wenckheim and Maria Zesch. This means that both of the independence quotas required by Rules 53 and 54 of the Code are complied with.

There are no contracts between the members of the Supervisory Board and Austrian Post which would require consent or disclosure pursuant to Rules 48 and 49 of the Austrian Corporate Governance Code.

A total of six women are represented on Austrian Post's Supervisory Board, representing a share of 50%. This completely fulfils the statutory gender quota of 30% which took effect on 1 January 2018, and which applies separately for shareholder and employee representatives. The age structure of the Supervisory Board is balanced, ranging from 46 to 64 years of age. Two members are not Austrian nationals.

G 04 **Diversity in the Supervisory Board**



[1] In accordance with the requirements of the ACGC (C-Rule 53), the "independence" criterion only takes into account the shareholder representatives on the Supervisory Board.

4. Mode of Operation of the Management Board and Supervisory Board

The Management Board is bound to act in the company's best interests and manages its business on the basis of prevailing legal regulations, the Articles of Association and the by-laws. The latter stipulate the assignment of responsibilities and cooperation within the Management Board. They also define information and reporting obligations as well as those measures requiring the approval of the Supervisory Board.

The Management Board meets at least fortnightly to discuss current business developments, as well as strategic and operational issues. At these meetings, decisions are made that require the approval of the entire Management Board. The Management Board is provided with regular information on both financial and key sustainability indicators in the Monthly Report. Information is also exchanged between Management Board members and the responsible managers on an ongoing basis. A Strategic Executive Management Council provides support to the Management Board in the running of the company. This leadership team consists of approximately 20 top-level employees and plays an advisory and supporting role with respect to all operational and strategic issues affecting Austrian Post.

The Management Board regularly provides the Supervisory Board with timely and comprehensive information about all relevant issues relating to business development, including the assessment of the risk situation and risk management at Austrian Post and all key Group companies. Moreover, in the spirit of good corporate governance, ongoing consultations take place between the respective chairs of the Supervisory and Management Boards concerning the matters falling under the jurisdiction of the Supervisory Board.

The Supervisory Board not only monitors the management and the company's strategic direction, but also attaches particular importance to incorporating sustainability into all decision-making processes. In the context of the corporate and sustainability strategy, the Supervisory Board as a whole addresses environmental, social and governance issues at Austrian Post as part of a holistic approach. The Supervisory Board's work prioritises transparency and openness. Intensive committee work ensures that sustainability aspects are taken into account in focused discussions and translated into efficient decisions.

Seven Supervisory Board meetings were held in the 2025 financial year. The focus of the four ordinary meetings of the Supervisory Board was on monitoring the ongoing business development of Austrian Post and its Group companies as well as various transactions requiring Supervisory Board approval. One key topic addressed at the meetings was the challenging overall macroeconomic environment and

its impact on the business environment in which Austrian Post operates.

At an extraordinary meeting in November 2025, the acquisition of 70% of the shares in the Bulgarian company euShipments.com AD was approved. At another extraordinary meeting in December, the Supervisory Board discussed the strategic further development of AEP GmbH.

The priorities of the work carried out by the Supervisory Board and its committees are summarised in the Report of the Supervisory Board to the Annual General Meeting.

In accordance with the stipulations of the Austrian Corporate Governance Code (ACGC, Rule C-36), the Supervisory Board carried out a self-evaluation of its work in the 2025 financial year as part of a two-day retreat. The evaluated results were extensively discussed by the Supervisory Board, and will be integrated into the future work of the Supervisory Board.

There is a duty on the part of the Management Board as well as the Supervisory Board to disclose any conflict of interest. Members of the Supervisory Board must disclose any conflict of interest immediately to the Chair of the Supervisory Board. If the Chair is involved in a conflict of interest, they are required to immediately disclose this to the Deputy Chair. With respect to Management Board meetings dealing with the personal or economic interests of a particular member of the Management Board, this member is not permitted to take part in the relevant decision making.

Committees

In order to exercise its advisory and controlling functions efficiently, the Supervisory Board has formed Committees, which deal with technical issues and prepare resolutions for adoption by the Supervisory Board.

The committees are chaired by qualified experts. Supervisory Board Chair Elisabeth Stadler heads the Nomination and Remuneration Committee. With her many years of experience as CEO of a listed company, she has extensive expertise and practical experience in the area of remuneration policy.

Bernhard Spalt leads the Auditing and the Banking Committee. He is a seasoned banking expert and has deep knowledge of the industry. His experience as member of the Management Board of a listed company means he has specialised knowledge of accounting, auditing and risk management.

Executive Committee: Elisabeth Stadler (Chair), Stefan Fürnsinn

Nomination Committee: Elisabeth Stadler (Chair), Stefan Fürnsinn, Richard Köhler

Remuneration Committee: Elisabeth Stadler (Chair), Stefan Fürnsinn, Christiane Wenckheim

Audit Committee: Bernhard Spalt (Chair, financial expert), Stefan Fürnsinn (Deputy Chair), Huberta Gheneff, Maria Zesch, Richard Köhler, Andreas Schieder

Banking Committee: Bernhard Spalt (Chair), Felicia Kölliker, Richard Köhler

In accordance with the by-laws for the Supervisory Board, the **Executive Committee** is responsible for regulating the relationships between the company and the members of the Management Board, including granting approval to secondary employment, inasmuch as this does not fall within the jurisdiction of the entire Supervisory Board, the Remuneration or Nomination Committee. In addition, the Executive Committee maintains regular contact with the Chair of the Management Board and discusses strategy and business development.

The **Nomination Committee** submits recommendations to the Supervisory Board with respect to filling vacant positions on the Management Board/Supervisory Board, and also deals with issues relating to succession planning. The main topic covered at the four meetings of the Nomination Committee in the 2025 financial year was the development of a proposal for a candidate to fill the position of member of the Management Board responsible for Parcel & Logistics, which will become vacant on 1 April 2026. The Supervisory Board followed the recommendation and confirmed Peter Umundum's reappointment in May. The committee also dealt with appointments to Supervisory Board positions that were set to become vacant at the end of the 2025 Annual General Meeting. The candidates underwent an independent aptitude and skills assessment to compare their qualifications against the Supervisory Board requirements profile in order to specifically complement existing skills. The final decision on appointment proposals is made by the Supervisory Board.

The **Remuneration Committee** deals with the content of employment contracts with members of the Management Board and is responsible in particular for any remuneration issues. It ensures the implementation of the remuneration rules contained in the Austrian Corporate Governance Code, and regularly reviews the remuneration policy for members of the Management Board. The Remuneration Committee held three meetings in the 2025 financial year and dealt with the evaluation and definition of the variable remuneration components, as well as the 2024

Remuneration Report. Another topic was Peter Umundum's new employment contract in connection with his reappointment until 31 March 2031.

The **Audit Committee** performs the tasks assigned to it pursuant to Section 92 (4a) of the Austrian Stock Corporation Act (AktG) as well as Rule 40 of the Austrian Corporate Governance Code. The Audit Committee held four meetings in the 2025 financial year. In addition to reviewing and preparing approval of the annual financial statements and consolidated annual financial statements for 2024, great importance was attached to supervising the financial reporting process, the internal control system, and the audit and risk management system.

The **Banking Committee** monitors Austrian Post's financial services business and met four times in 2025.

The table below shows the attendance of the Supervisory Board members at meetings in 2025.

Attendance

	Supervisory Board	Nomination Committee	Remuneration Committee	Audit Committee	Banking Committee
ELISABETH STADLER	7/7	4/4	3/3		
STEFAN FÜRNSINN	7/7	4/4	3/3	4/4	
HUBERTA GHENEFF	7/7			4/4	
FELICIA KÖLLIKER	5/7				4/4
PETER E. KRUSE (until 9 April 2025)	1/1		2/2		
ERIC MALITZKE (since 9 April 2025)	6/6				
BERNHARD SPALT	6/7			4/4	4/4
CHRISTIANE WENCKHEIM	6/7		1/1		
MARIA ZESCH	7/7			3/3	
ULRIKE ERNSTBRUNNER (until 31 August 2025)	3/4				
RICHARD KÖHLER	7/7	4/4		4/4	4/4
ANDREAS RINDLER	6 /7				
ANDREAS SCHIEDER	7/7			4/4	
VERONIKA SCHMIDT (since 18 September 2025)	2/3				

Remuneration of the Management Board and Supervisory Board

Information on the remuneration for the Management Board and the Supervisory Board is not included in this Corporate Governance Report. In this regard, reference is made to the Remuneration Policy and the Remuneration Report. Both documents are published on the company's website (available at post.at/investor).

Director's Dealings

Share purchases and sales by members of the Management Board and the Supervisory Board are published in accordance with Article 19 of the Market Abuse Regulation (REGULATION (EU) No 596/2014) within three working days of the transaction date, and are available at post.at/investor.

5. Diversity Concept and Measures to Promote the Advancement of Women

Austrian Post believes that its diversity is one of the factors that gives it a key advantage over the competition. That is why diversity is at the heart of the company's corporate strategy.

We value the diversity of our employees, customers and stakeholders, and make sure they are actively involved in designing processes and services. Austrian Post is committed to having diverse teams because it knows that diversity boosts innovation and creativity. Taking intentional steps to promote this diversity within the workforce not only creates a respectful corporate culture but also improves our understanding of the needs of our customers.

The same applies to the company's management bodies. Positions on the Management Board and Supervisory Board should be filled with individuals who provide the

relevant knowledge, skills and personal competencies that are required for the management and supervision of a publicly-listed logistics and postal services provider and reflect the strategic objectives of the company. Ensuring a professional and personal balance in the composition of the Supervisory Board should be borne in mind. In this case, the diversity of the Supervisory Board with respect to gender, a balanced age structure and the internationality of the members are to be taken into account. Within this context, it is important to report that six women and two non-Austrian citizens are members of the Supervisory Board. The members of the Supervisory Board are aged between 46 and 64.

For the first time, the Management Board of Austrian Post has a female member: Barbara Potisk-Eibensteiner was appointed effective 1 January 2025. Currently, around one third of all Österreichische Post AG employees are female, and women hold 38.8% of all management positions. The goal is to ensure that 40% of leadership positions are held by women by 2030.

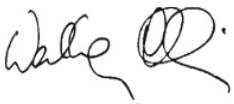
To promote diversity and equal opportunities, the company relies on group and individual coaching as well as internal mentoring for female managers. The continuation of the Women's Career Index and binding target agreements underscore the company's commitment to increasing the proportion of women. In addition, the "Family and Career" audit promotes an inclusive work culture by offering measures for parental leave management and flexible working hours models.

As part of Austrian Post's diversity management programme, seven network groups were set up to raise awareness of diversity and enhance employees' skills in a targeted manner. The diversity network addresses key issues such as accessibility, ethnic origin, women in leadership positions, age and generations, work-life balance, LGBTIQA+, and religion and ideology. The individual groups discuss both current challenges and development potential at Austrian Post, and develop innovative measures and practical solutions.

Measures to promote multilingualism, such as pictograms, translation tools, language cafés and language circles, create an inclusive working environment that offer equal opportunities for all. Workshops with international group companies and seminars on diversity serve to raise awareness among managers and employees, while e-learning modules on diversity and parental leave management increase satisfaction and motivation. Access to inclusive workplaces and specific further training promote accessibility skills and the inclusion of people with disabilities.

Vienna, 17 February 2026

The Management Board



Walter Oblin
CEO
Chair of the Management Board

Peter Umundum
Deputy CEO
Parcel & Logistics (COO)

Barbara Potisk-Eibensteiner
Member of the Management Board
Chief Financial Officer (CFO)