

President of the Management Board is responsible for:

1. Initiating, drafting and updating the Group's Strategy;
2. Coordinating the achievement of the Group's strategic objectives;
3. Co-authoring internal rules and procedures, and supervising their implementation;
4. Composing the management boards of subsidiaries, having consulted with other Management Board members;
5. Ensuring cooperation between Group companies, particularly by implementing projects that improve effectiveness across all operational areas;
6. Managing the Group's product portfolio;
7. Managing the Group companies' brands;
8. Managing innovations as regards the Group's products and production processes;
9. Supervising the optimisation of technologies and production processes;
10. Developing support systems for sales, organisation and sales standardisation at the Group;
11. Supervising the management of relations with the Group's strategic clients;
12. Supervising CSR activities;
13. Shaping and supervising the implementation of the Group's communications and image policy;
14. Supervising the development and implementation of the Group's HR policy.

Member of the Management Board for Finance is responsible for:

1. Shaping the Group's financial policy;
2. Developing the Group's tax policy;
3. Supervising the accounting and financial reporting system;
4. Verifying the Group's projects in terms of financial feasibility;
5. Providing corporate oversight to Group subsidiaries;
6. Providing analytical support for equity investments;
7. Shaping relations with the Company's external business environment (financial institutions, current and potential investors);
8. Supervising the compliance with formal information and disclosure requirements to the extent required under the law;
9. Supervising the Group's restructurings and transformations;
10. Managing the Group's liquidity;
11. Controlling the operational costs of all Group structures versus budgets.