



PROFILE

of the Supervisory Board of ALKALOID AD Skopje

In accordance with the valid legal provisions of the Company Law, the Corporate Governance Code, the Statute and other internal acts of the Company, the Supervisory Board of ALKALOID AD Skopje, determines that for membership in the Supervisory Board of ALKALOID AD Skopje, the following minimum requirements are necessary to be fulfilled:

- the person is a citizen of the Republic of North Macedonia;
- to have acquired at least 240 ECTS credits or completed VII/1 degree of education;
- at the time of the appointment, he/she/it was not sentenced by a final court judgment to a fine or misdemeanor sanction, prohibition to perform a profession, activity or duty;
- the person should have a minimum of three years of work experience, and if the person is to be elected as the President of the Supervisory Board, he/she/it should have a minimum of five years of work experience;
- the person has personal integrity and ethics;
- the person has professional experience and knowledge that is relevant to the Company's activity and its function;
- the person has the ability and availability for active and constructive participation in the discussions and decision-making of the Supervisory Board;
- for the purposes of performing the duties arising from membership in the Supervisory Board, the person must be available for a minimum of 30 working hours during the calendar month.

In the process of electing members of the Supervisory Board, the Company has the discretionary right to determine other criteria for election, in order to satisfy the needs of quality and dedicated work, in the interest of the Company's shareholders.