Resolution of the Supervisory Board regarding the criteria of independence as of March 21st, 2006 as amended as of March 25th, 2009

In principle a member of the Supervisory Board shall be regarded as independent if it is in no business or personal relation to the company or the Executive Board which constitutes a material conflict of interest and therefore will be suitable to influence the acting of the member. To judge upon the independence the following leading criteria shall be applied in addition:

a) The member of the Supervisory Board must not be a member of the executive board of an affiliate.

b) The member of the Supervisory Board must not have been during the past five years a member of the Executive Board or executive employee of the company or a subsidiary.

c) The member of the Supervisory Board must not have been during the last three years auditor of the company or shareholder or employee of the auditing audit company.

d) The member of the Supervisory Board must not receive any stock options or other success related remunerations from the company or an affiliate.

e) The member of the Supervisory Board must not be a shareholder with a controlling interest (within the meaning of EU Directive 83/349 EEC) or represent such a shareholder.

f) The member of the Supervisory Board shall not entertain or have entertained during the last year a business relation to the company or a subsidiary in an extent significant for the member. The foregoing also applies to business relations with undertakings in which the member has a significant economic interest. The approval of particular business by the Supervisory Board according to Section 95 para 5 no. 12 Austrian Stock Corporation Act does not automatically qualify as dependent.

g) The member of the Supervisory Board shall not be member of the executive board of another company where a member of the Executive Board of the company serves as member of the supervisory board.

h) The member of the Supervisory Board shall not longer than 15 years be a member of the Supervisory Board.

i) The member of the Supervisory Board shall not be a close relative (direct descendant, spouse, partner, parent, uncle, aunt, sibling, niece or nephew) of a member of the Executive Board or of a person being in a position as described above.

The Supervisory Board