

Exhibit A.4.3 The procedure for appointing the members of the Board of Directors

Non-Confidential Summary – Exhibit A.4.3 provides the procedure for appointing members of the board of directors, documenting the nomination, election, and voting process as carried out at the annual shareholders' meeting, including the election of non-independent and independent directors, the appointment of an employee representative director, and the subsequent formation of board committees and appointment of senior management. All related proposals were approved with full voting rights in favor.