



**PROCEDURE FOR OBTAINING THE PRELIMINARY OPINION OF THE
EURONEXT GROWTH ADVISOR (EGA) ON THE PROPOSED APPOINTMENT OF
INDEPENDENT DIRECTOR(S) OF**

Trawell Co S.p.A.

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1. Whereas

- 1.1. Article 6-*bis*, Part One, of the Euronext Growth Milan Issuers' Regulations approved by Borsa Italiana S.p.A. ("**Borsa Italiana**") and entered into force on 1 March 2012, as subsequently amended and supplemented (the "**EGM Issuers' Regulations**"), provides that "*The issuer Euronext Growth Milan must appoint and retain at least one independent director, chosen from candidates who have been previously identified or positively evaluated by the Euronext Growth Advisor*".
- 1.2. Article 16.2 of the Articles of Association of TraWell Co S.p.A. (the '**Issuer**') identifies the independence requirements to be met by the Independent Directors (the '**Independence Requirements**').
- 1.3. Article 16.3 of the Issuer's Articles of Association provides that the board of directors is appointed on the basis of lists submitted by the shareholders, in accordance with the procedure set forth in the Articles of Association.
- 1.4. Article 16.6. of the Articles of Association requires that each list be accompanied, *inter alia*, by a shareholders' declaration submitting the list that the candidates for the office of independent director have been previously identified or positively assessed by the EGA.
- 1.5. Pursuant to Article 16.12 of the Articles of Association, if one or more directors leave office during the year, provided that the majority is still made up of directors appointed by the Shareholders' Meeting and the Board is still made up of at least one director who meets the independence requirements set forth in the Articles of Association and identified on the basis of the criteria set forth in the EGM Issuers' Regulations, Article 2386 of the Italian Civil Code shall be applied. If one or more of the departing directors had been drawn from a list also containing the names of unelected candidates, the replacement shall be effected by appointing, in sequential order, persons drawn from the list to which the departing director belonged and who are still eligible and willing to accept the office. In any case, the replacement of the outgoing directors is carried out by the board of directors, ensuring the presence of at least one director who meets the independence requirements set forth in Article 148, paragraph 3 of the Consolidated Law on Finance (TUF) and identified on the basis of the criteria set forth in the EGM Issuers' Regulations. The list voting procedure applies only in the event of renewal of the entire board of directors.
- 1.6. This aim of this procedure, adopted by the Issuer on a voluntary basis (the '**Procedure**'), is to illustrate the process by which:
 - i. the Applicant Shareholders (as defined in paragraph 3 of this Procedure) who intend to submit a list for the election of the members of the Board of Directors (the "**List**") may obtain, prior to the filing of the List pursuant to Article 16.6 of the Articles of Association, the preliminary opinion of the EGA pursuant to Article 6-*bis*, Part One, of

the EGM Issuers' Regulations in relation to the fulfilment of the Independence Requirements by the Independent Director(s) that the Applicant Shareholders intend to indicate in the List (the "**Preliminary Opinion**");

- ii.* the Board of Directors (as defined in paragraph 2 of this Procedure) that, in the cases provided for in paragraph 5 of this Procedure, intends to replace the Independent Director pursuant to Article 2386 of the Italian Civil Code, may obtain the preliminary opinion of the EGA pursuant to Article 6-*bis*, Part One, of the EGM Issuers' Regulations in relation to the fulfilment of the Independence Requirements by the candidate(s) of the Independent Director(s) (the "**Preliminary Opinion**").

2. Definitions

2.1. For the purposes of this Procedure, the following definitions apply, *inter alia*:

"**EGM**" refers to Euronext Growth Milan, the multilateral trading system organized and managed by Borsa Italiana S.p.A.;

"**Independent Directors**": refers to directors in possession of the prerequisites of independence identified in article 16.2 of the Articles of Association;

"**Board of Directors**" means the current board of directors of the Company; "**EGA**" means the company acting as Euronext Growth Advisor to the Issuer in accordance with the provisions of the EGM Regulations and the EGM Issuers' Regulations approved by Borsa Italiana and entered into force on 1 March 2012, as subsequently amended and supplemented;

"**Articles of Association**" means the Articles of Association of the Issuer.

3. Addressees of the Procedure

3.1. This procedure (the '**Procedure**') is addressed to:

- i.* shareholders of the Issuer who, individually or jointly, meet the requirements of Article 16.5 of the Articles of Association for the submission of the List for the appointment of the members of the Board of Directors (the '**Applicant Shareholders**');
- ii.* the Board of Directors which, in the cases provided for in Article 5 of this Procedure, intends to appoint the Independent Director by co-optation.

4. Obtainment of the Preliminary Opinion by the Applicant Shareholders

4.1. Applicant Shareholders wishing to obtain the Preliminary Opinion with respect to one or more Independent Director candidates must submit a communication (the "**Communication**") to the EGA in the form, as the case may be, set forth in Annex A (*Shareholder Communication*) no later than 5 (five) calendar days prior to the deadline set forth in Article 16.6 of the Articles of Association for filing the List at the Issuer's registered office.

4.2. The Applicant Shareholders must enclose with the Communication.

- i.* certification of the Applicant Shareholder's ownership of a shareholding equal to at

least 5% of the Issuer's subscribed share capital at the date of the Communication; and

ii. the self-declaration of the candidate(s) Independent Director(s) on the fulfilment of the Independence Requirements in the form set out in Annex 2 (*Self-declaration*), including the information sheet indicating: (i) the companies and/or entities of which the candidate(s) is/are or have been a partner, employee, collaborator or member of the administrative or controlling bodies in the last three years; (ii) academic qualifications; and (iii) employment/profession.

4.3. The EGA accepts no liability for the failure to issue the Preliminary Opinion in the event that the Notification is made after the deadline indicated in Paragraph 4.1 and/or in breach of the provisions of Paragraph 4.2.

4.4. The EGA, on the basis of the Communication and the documentation sent, will assess the fulfilment of the Independence Requirements of the candidate Independent Director(s) and, within and no later than 3 (three) calendar days from the receipt of the Communication, will send the Preliminary Opinion (whether positive or negative) to the Applicant Shareholders at the address indicated in the Communication.

4.5. Any communication to the EGA must be made: (i) by certified electronic mail to the following address: luca.carra@baldiandpartners.it; (ii) by registered letter with acknowledgement of receipt or by courier to the following address: Baldi & Partners, Corso Europa no. 13, 20122 Milan (MI), attn: Dr. Luca Carra. Communications sent to the EGA are deemed to have been made: (i) at the time of sending, confirmed by the relevant delivery message, if sent by certified electronic mail, it being understood that in order to be considered as having been sent on a certain date, they must have been sent by 17:00 CET on that day; (ii) at the time they are delivered to the EGA, if sent by registered letter with acknowledgement of receipt or by courier.

5. Obtainment of the Preliminary Opinion by the Board of Directors

5.1. If, during the financial year, one or more Independent Directors leave office and, in accordance with Article 16.12 of the Articles of Association, the Board of Directors intends to proceed with the replacement pursuant to Article 2386 of the Italian Civil Code, the Board of Directors, for the purpose of submitting the candidature(s), must obtain the EGA's Preliminary Opinion on one or more Independent Director candidates prior to the Board of Directors' meeting called to make the decisions pursuant to Article 2386. For the purposes of this article, the Chairman of the Board of Directors or, failing that, a director, must make a communication (the "**Communication by the Board of Directors**") to the EGA in the form, as the case may be, set out in Annex B (*Communication by the Board of Directors*) no later than 5 (five) calendar days prior to the day on which the Board of Directors' meeting is to be held, the agenda of which provides, *inter alia*, for the co-optation of the Independent Director.

- 5.2.** The self-declaration of the candidate Independent Director(s) on the possession of the Independence Requirements in the form of Annex C (Self-declaration) must be attached to the Communication by the Board of Directors, including the information sheet indicating: (i) the companies and/or entities of which the candidate(s) is/are or have been a partner, employee, collaborator or member of the administrative or controlling bodies in the last three years; (ii) academic qualifications; and (iii) employment/profession.
- 5.3.** The EGA assumes no liability for the failure to issue the Preliminary Opinion in the event that the Communication by the Board of Directors is made after the deadline indicated in Paragraph 5.1 and/or in breach of Paragraph 5.2.
- 5.4.** The EGA, on the basis of the Communication by the Board of Directors of the documentation sent, shall assess the fulfilment of the Independence Requirements of the candidate(s) Independent Director(s) and, within and no later than 3 (three) calendar days from receipt of the Communication, shall send the Preliminary Opinion (whether positive or negative) to the Board of Directors at the address indicated in the Board of Directors' Communication .
- 5.5.** Any communication to the EGA must be made: (i) by certified electronic mail to the following address: luca.carra@baldiandpartners.it; (ii) by registered letter with acknowledgement of receipt or by courier to the following address: Baldi & Partners, Corso Europa no. 13, 20122 Milan (MI), attn: Dr. Luca Carra. Communications sent to the EGA are deemed to have been made: (i) at the time of sending, confirmed by the relevant delivery message, if sent by certified electronic mail, it being understood that in order to be considered as having been sent on a certain date, they must have been sent by 17:00 CET on that day; (ii) at the time they are delivered to the EGA, if sent by registered letter with acknowledgement of receipt or by courier.

6. Publications and information

- 6.1.** This Procedure is published on the Issuer's website, in the *Corporate Governance* Section.
- 6.2.** The deadline referred to in Paragraph 4.1 of the Procedure and the references for finding this Procedure on the Issuer's website shall be indicated in the notice of call of the Shareholders' Meeting whose agenda includes, *inter alia*, the appointment of the members of the Board of Directors.

7. Amendments to this Procedure

- 7.1.** The Issuer's Board of Directors shall amend this Procedure whenever it becomes necessary due to changes in the laws and regulations applicable to issuers with securities traded on the EGM and/or market practice on the subject and/or in the event of a request by the EGA and/or Borsa Italiana.

8. Final provisions

8.1. For matters not expressly stipulated in the Procedure, the legal and regulatory provisions applicable to the Issuer as an issuer with securities listed on the EGM shall apply.

9. Adoption and entry into force of the Procedure

9.1. This Procedure was adopted by the Issuer's Board of Directors on 3 April 2023 and enters into force as of the date of its publication on the Issuer's website.

Annex A)

to the Procedure to submit to Euronext Advisor the evaluation of the independent director pursuant to Article 6-bis of the Euronext Growth Milan Issuers' Regulation

SHAREHOLDER COMMUNICATION

**Euronext Growth Advisor
of Trawell Co S.p.A.**

Attn: [●]

*via certified email to the
address [●] [Place],*

[Date]

SUBJECT: COMMUNICATION TO THE EURONEXT GROWTH ADVISOR FOR OBTAINMENT OF THE PRELIMINARY OPINION PURSUANT TO 'ART. 6-BIS OF THE EURONEXT GROWTH MILAN ISSUERS' REGULATION AND ART. 4 OF THE PROCEDURE FOR OBTAINING THE PRELIMINARY OPINION OF EURONEXT GROWTH ADVISOR (EGA) ON THE PROPOSED APPOINTMENT OF INDEPENDENT DIRECTOR(S) OF TRAWELL CO. S.p.A.

Dear Sirs,

Whereas

- (i) By notice published on [*], the Issuer's Shareholders' Meeting was convened for [*], to resolve, *inter alia*, on the appointment of the Issuer's new board of directors;
- (ii) Article 16.3 of the Issuer's Articles of Association provides for the list voting mechanism for the election of the members of the Board of Directors and Article 16.2 of the Articles of Association identifies the independence requirements that independent directors must meet (the '**Independence Requirements**');;
- (iii) the Issuer has adopted a '**Procedure for obtaining the EGA's preliminary opinion on**

the proposed appointment of independent director(s) of Trawell Co S.p.A.' (the "**Procedure**") setting out the process by which the Proponent Shareholders may obtain the preliminary opinion of the Euronext Growth Advisor referred to in Article 6-*bis*, Part One, of the Euronext Growth Milan Issuers' Regulations (the "**Preliminary Opinion**");

(iv) unless otherwise defined, capitalised terms used in this notice shall have the meaning ascribed to them in the Procedure;

(v) the undersigned shareholder of the Issuer (the "**Proponent Shareholder**") [*Note: to be repeated in case of more than one Proponent Shareholder*].

- Name and Surname /Company Name: [•]

- Tax Code / VAT number: [•]

- holder of a shareholding equal to [•]% of the Issuer's share capital [*Note: in the event of several Proponent Shareholders, please also indicate the total shareholding held by each one*].

intends to submit a list for the election of the members of the Issuer's Board of Directors, including, *inter alia*, the following candidate(s) to be qualified as independent director(s):

1. CANDIDATE 1 [*Note: to be repeated for each candidate. Candidates should be listed in descending order of priority by sequential numbering*]

- Name and Surname: [•]

- Date and place of birth: [•]

- Residence: [•]

- Tax Code: [•]

Accordingly, the Proponent Shareholder [*i.e., the Proponent Shareholders*] hereby

REQUESTS

pursuant to the Procedure and for the purposes of art. 6-*bis* of the Euronext Growth Milan Issuers' Regulation, your Preliminary Opinion, in your capacity as the Issuer's *Euronext Growth Advisor*, on the fulfilment of the Independence Requirements by the above mentioned candidate(s) for the office of independent director of the Issuer.

This is the address at which the Proponent Shareholder wishes to receive communications from the Euronext Growth Advisor: [*] [*Note: indicate a certified public e-mail (PEC) or a non-certified e-mail address*].

Annexes:

- certification proving ownership of the shareholding required, pursuant to Article 16.5 of the Articles of Association, for the purpose of filing the List; and

- questionnaire duly completed by the candidate(s) independent director(s) on the fulfilment of the

Independence Requirements, including information on, *inter alia*: (i) corporations or partnerships in which he/she is or has been a member of the administrative, management or supervisory bodies in the last 5 years; (ii) corporations or partnerships of which he/she is or has been a partner in the last 5 years; and (iii) *curriculum vitae*;

- criminal record or certificate of pending charges issued no later than 6 months prior to the date of the shareholders' meeting called to appoint, on first call, the Board of Directors [or] substitute statement certifying the possession of the requisites of good standing required by Article 147-*quiquies* of the Consolidated Law on Finance and the non-existence of investigations or proceedings against him.

Best regards

Annex B)

to the Procedure to submit to the Euronext Advisor the evaluation of the independent director pursuant to Article 6-bis of the Euronext Growth Milan Issuers' Regulation

COMMUNICATION BY THE BOARD OF DIRECTORS

**Euronext Growth Advisor
of Trawell Co S.p.A.**

Attn: [●]

via certified email to the

address [●] [Place],

[Date]

SUBJECT: COMMUNICATION TO THE EURONEXT GROWTH ADVISOR FOR OBTAINMENT OF THE PRELIMINARY OPINION PURSUANT TO ART. 6-BIS OF THE EURONEXT GROWTH MILAN ISSUERS' REGULATION AND ART. 5 OF THE PROCEDURE FOR OBTAINING THE PRELIMINARY OPINION OF THE EURONEXT GROWTH ADVISOR (EGA) ON THE PROPOSED APPOINTMENT OF INDEPENDENT DIRECTOR(S) OF TRAWELL CO S.P.A.

Dear Sirs,

Whereas

- (i) the Board of Directors of Trawell Co S.p.A. is called to the meeting of [●], *inter alia*, for the replacement, pursuant to Article 2386 of the Italian Civil Code, of the Independent Director [●], whose office has ceased due to [●];
- (ii) pursuant to Article 5.1. of the "**Procedure for obtaining the EGA's Preliminary Opinion on the proposal for the appointment of independent director(s) of Trawell Co S.p.A.**". (the "**Procedure**"), if, during the financial year, one or more Independent Directors leave office and, in accordance with Article 16.12 of the Articles of Association, the Board of Directors intends to proceed with the replacement pursuant to Article 2386 of the Italian Civil Code, the Board of Directors, for the purpose of submitting the candidature(s), must obtain the EGA's Preliminary Opinion on one or more Independent Director candidates prior to the Board of Directors' meeting called to make the decisions pursuant to Article 2386;
- (iii) The Issuer's administrative body intends to evaluate the following candidates for the replacement of the outgoing Independent Director(s) pursuant to Article 2386:

a. **CANDIDATE 1** [*Note: to be repeated for each candidate*].

- Name and Surname: [•]
- Date and place of birth: [•]
- Residence: [•]
- Tax Code: [•]

Now, therefore, the Board of Directors of Trawell Co S.p.A. hereby

REQUESTS

pursuant to art. 5 of the Procedure and for the purposes of art. 6-*bis* of the Euronext Growth Milan Issuers' Regulation, your Preliminary Opinion, in your capacity as the Issuer's *Euronext Growth Advisor*, on the fulfilment of the Independence Requirements by the above mentioned candidate(s) for the office of independent director of the Issuer.

This is the address at which the Board of Directors of Trawell Co S.p.A. wishes to receive communications from the Euronext Growth Advisor: [*] [*Note: indicate a certified public e-mail (PEC) or a non-certified e-mail address*]. Annexes:

- questionnaire duly completed by the candidate(s) independent director(s) on the fulfilment of the Independence Requirements, including information on, *inter alia*: (i) corporations or partnerships in which he/she is or has been a member of the administrative, management or supervisory bodies in the last 5 years; (ii) corporations or partnerships of which he/she is or has been a partner in the last 5 years; and (iii) *curriculum vitae*;
- criminal record or certificate of pending charges issued no later than 6 months prior to the date of the board meeting called to deliberate pursuant to Article 2386 of the Civil Code [or] substitutive declaration certifying the possession of the requisites of good standing required by Article 147-*quiquies* of the Consolidated Law on Finance (TUF) and the non-existence of investigations or proceedings against him.

Best regards

Trawell Co S.p.A.

The Chairman of the Board of Directors

Annex C)

to the Procedure to submit to the Euronext Advisor the evaluation of the independent director pursuant to Article 6-bis of the Euronext Growth Milan Issuers' Regulation

QUESTIONNAIRE

FOR THE CANDIDATE INDEPENDENT DIRECTOR OF THE ISSUER (THE 'COMPANY')

1.- PERSONAL DATA

Name and Surname	
Date and place of birth	
Nationality	
Tax Code	
Address (domicile for office)	
Qualification	

2.- CURRICULUM VITAE ET STUDIORUM

Please enclose the candidate's detailed, up-to-date and signed *curriculum vitae et studiorum*, including:

- a) Qualification, indicating the date and the institution where it was obtained;
- b) Academic qualifications;
- c) Description of the most relevant work and professional experiences and assignments undertaken (with an indication of the periods during which these experiences were gained).

* * *

Name of all corporations or partnerships (including the Company and its subsidiaries, parent companies, jointly controlled companies) whose administrative, management or supervisory bodies you have been a member of in the last 5 years, indicating whether you are still a member of these bodies as of today, according to the table below:

Company name	Office (1)	Office Status (2)

(1) Director/auditor/liquidator/etc.

(2) In office/Left office

Indicate whether, during the last five years, one or more of these companies has been subject to bankruptcy proceedings of any kind or compulsory liquidation.

YES **NO**

If the answer is YES, please indicate which companies and the relevant type of procedure:

.....
.....
.....

Indicate whether, during the last five years, you have been an unlimited partner in companies competing with the Company or whether you have exercised a competing activity on your own behalf or on behalf of third parties or whether you have been a director or general manager in competing companies, indicating whether this relationship is still in effect at the date of this document:

YES **NO**

If the answer is YES, please indicate which companies and the relevant type of relationship:

.....
.....
.....

* * *

Indicate the name of the corporations or partnerships (including the Company and its subsidiaries, parent companies, jointly controlled companies) of which you have been a partner in the last 5 years, indicating whether you are still a partner in such company as of today, according to the table below.

Any holdings in listed companies that represent a percentage of the investee company's capital of less than 0.1 per cent are excluded from the listing requirement.

Company name	Shareholding (%)	Shareholding status (1)

(2) In office/Left office

3.- POTENTIAL CONFLICTS OF INTEREST AND SIGNIFICANT RELATIONSHIPS

Indicate whether there are any potential conflicts of interest between your private interests and/or other obligations and those of the Company, its major shareholders, customers, suppliers (and/or its subsidiaries, parent companies, jointly controlled companies).

YES NO

If the answer is YES, please provide a description of the case:

.....
.....
.....

Detail any facts or circumstances that might affect your suitability to serve as an independent director of the Company.

.....
.....
.....

4.- INDEPENDENCE REQUIREMENTS

For the purposes of assessing the existence of the independence requirements laid down by Legislative Decree 58/1998 ("TUF"), confirm that you have the requirements set forth in Article 148, paragraph 3, of the Consolidated Law on Finance, as referred to in Article 147-ter, paragraph 4, of the Consolidated Law on Finance, a provision whose contents I declare I am well aware of:

YES NO

In particular:

- a) Indicate whether you are disqualified or incapacitated or subject to a guardianship/trusteeship or bankrupt or have been sentenced to a penalty involving disqualification, including temporary disqualification, from public office or incapacity to exercise executive office:

YES NO

If the answer is YES, please specify the circumstances:

.....

.....

.....

b) Indicate whether (i) you are the spouse or a relative or kin up to the fourth degree of kinship of one of the Company's directors and/or one of the Company's candidate directors proposed by the same shareholder proposing you as an independent director and/or, to the best of your knowledge, one of the Company's director candidates proposed by other shareholders, or (ii) you are a director or the spouse or a relative or similar within the fourth degree of kin of the directors of one of the subsidiaries, parent companies or companies subject to joint control:

YES **NO**

If the answer is YES, please report the existing relationship:

.....

.....

.....

c) Indicate whether your are linked to the Company or to its subsidiaries, parent companies or companies subject to joint control or to members of the Board of Directors of the Company and to the persons referred to in the preceding paragraph by a relationship of employment or self-employment or by other relationships of a financial or professional nature:

YES **NO**

If the answer is YES, please specify the existing relationships:

.....
.....
.....

5.- REQUISITES OF GOOD STANDING

For the purpose of assessing the existence of the requisites of good standing required by the Articles of Association, I confirm that I possess the requisites of good standing required for the office in line with the regulatory provision set forth in Article 147-*quinquies* of the Consolidated Law on Finance, and, therefore, in Ministerial Decree No. 162 of 30 March 2000, the contents of which I declare I am well acquainted with:

YES **NO**

If the answer is NO, please provide a description of the impediment below:

.....
.....
.....

In particular:

- a) Indicate whether you have been subjected to preventive measures ordered by the judicial authorities pursuant to Law No 1423 of 27 December 1956 or Law No 576 of 31 May 1965, as subsequently amended and supplemented, without prejudice to the effects of rehabilitation:

YES **NO**

If the answer is YES, please specify the circumstances:

.....

.....
.....

b) Indicate whether you have been convicted and sentenced by a final judgement or at the request of the party, and in the latter case without prejudice to the extinction of the offence, subject to the effects of rehabilitation:

1. to a prison sentence for one of the offences provided for in the rules governing banking, financial and insurance activities and in the rules governing financial markets and instruments, taxation and payment instruments;
2. to imprisonment for one of the offences provided for in Title XI of Book V of the Civil Code and in Royal Decree 267 of 16 March 1942;
3. to imprisonment for a term of not less than six months for an offence against public administration, public faith, property, public order and the public economy;
4. to imprisonment for a term of not less than one year for any offence committed with criminal intent.

YES NO

If the answer is YES, please specify the circumstances:

.....
.....
.....

c) Indicate whether any of the penalties provided for in sub-paragraphs (b)(1), (2), (3) and (4) above were imposed at the request of the party, except in the case of the extinction of the offence:

YES NO

If the answer is YES, please specify the circumstances:

.....
.....
.....

The undersigned is aware of the liability he/she incurs in the event of false, incomplete or otherwise untrue declarations.

This questionnaire may be published as part of the documentation relating to the evaluation of the Company's independent director pursuant to Article 6-bis of the Euronext Growth Milan Issuers' Regulations.

* * *

Article 148, paragraph 3 of the Consolidated Law on Finance:

The following may not be elected as auditors and, if elected, their office shall be forfeited:

- a) those who find themselves in the conditions laid down in Article 2382 of the Civil Code;*
- b) the spouse, relatives and kin up to the fourth degree of kinship of the directors of the company, the directors, spouse, relatives and kin up to the fourth degree of kinship of the directors of one of the subsidiaries, parent companies or companies subject to joint control;*
- c) those who are linked to the company or to one of the subsidiaries, parent companies or companies subject to joint control, or to the directors of the company and to the persons referred to in sub-paragraph b) by self-employment or employment relationships or other relationships of a financial or professional nature that compromise their independence.*

Article 147-quinquies of the Consolidated Law on Finance

1. Persons performing administrative and management functions must meet the requirements of good standing established for members of the supervisory bodies in the regulation issued by the Minister of Justice pursuant to Article 148 paragraph 4.

2. Failure to meet the requirements shall result in forfeiture of office.