

Corporate Governance Statement in accordance with Sections 289f, 315d HGB

The Corporate Governance Statement contains key aspects of freenet AG's corporate governance reporting and more specifically includes:

- the current Declaration of Compliance issued by the Executive Board and the Supervisory Board in accordance with section 161 AktG,
- information on how to access the current remuneration report, the auditor's report and the most recent resolution on remuneration adopted at the Annual General Meeting,
- the relevant disclosures on corporate governance practices applied over and above the statutory provisions,
- the working practices of the Executive and Supervisory Boards and the composition and working practices of the Supervisory Board's committees,
- stipulations for the percentage of women on the Executive Board and on the two management tiers below the Executive Board,
- information on whether the minimum percentage of men and women on the Supervisory Board was complied with in the financial year, or if necessary an explanation of a potential deviation,
- information on whether the company has appointed at least one man and one woman as an Executive Board member, or if necessary an explanation of a potential deviation,
- and the description of the diversity policy for the Supervisory Board and the Executive Board and its targets, its implementation and the results achieved in the financial year, or if necessary an explanation of why no diversity policy is followed.

Statement in accordance with section 161 AktG

The Executive Board and the Supervisory Board on 6 December 2022 issued the following Declaration of Compliance in accordance with section 161 AktG.

Since submitting the last Declaration of Compliance on 9 December 2021, freenet AG has complied with the recommendations of the German Corporate Governance Code ("Code") as amended on 19 December 2019, with the exception of the deviations listed below, and will comply with the Code as amended on 28 April 2022 in future, with exception of these deviations:

Other seats held by members of the Executive Board

a) Recommendation C.5:

"Members of the Management Board of a listed company shall not have, in aggregate, more than two Supervisory Board mandates in non-group listed companies or comparable functions, and shall not accept the Chairmanship of a Supervisory Board in a non-group listed company."

b) Statement of non-compliance:

The chairman of the Executive Board, Christoph Vilanek, currently is a member of two Supervisory Boards of listed companies: CECONOMY AG, Düsseldorf, and Ströer SE & Co KGaA, Cologne, where he is also chairman of the Supervisory Board. freenet AG holds an equity interest in CECONOMY AG. freenet AG therefore has an interest in being represented on the Supervisory Board of CECONOMY AG to reflect its importance for the company.

The Supervisory Board, through the personnel committee of the Supervisory Board, has approved all of Christoph Vilanek's seats and considers the time required for the external memberships to be reasonable compared with the experience gained by the chairman of the Executive Board. This also applies to his mandate as chairman of Ströer SE & Co KGaA.

Remuneration report, auditor's report, remuneration system and disclosures on the most recent resolution concerning remuneration

On the company's website under [fn.de/remuneration](https://www.freenet.de/remuneration) you will find the remuneration report pursuant to Section 162 AktG for financial year 2022, the auditor's report on this remuneration report, the applicable remuneration system pursuant to Section 87a AktG, and information on the most recent resolution concerning remuneration adopted by the Annual General Meeting pursuant to Section 113 (3) AktG.

Relevant disclosures on corporate government practices

The corporate culture of individual and collective accountability for legally compliant and ethical behavior is promoted by freenet AG's compliance system.

The Chief Compliance Officer (CCO) of freenet AG reports directly to the Executive Board. He helps the Executive Board to highlight the legal requirements that are relevant for freenet AG and to implement them accordingly within freenet AG, as well as to adapt the compliance system to changing requirements. In addition, current developments are regularly assessed on the Governance Board by the CFO together with the Chief Compliance Officer and the Head of Group Audit, Risk & Control and actions are derived, if necessary. The CCO also reports regularly to the Supervisory Board's audit committee. The CCO informs the Supervisory Board whenever risks arise which endanger the continued existence of freenet AG.

freenet AG is fully committed to upholding the prevailing laws and statutes. For freenet AG, compliance means that statutory provisions are adhered to, the Group's own rules and in-house policies are observed and criminal acts are prevented. The company does everything it can to ensure that compliance violations, such as fraud, corruption, anti-competition practices and data privacy violations do not arise in the first place. As soon as misconduct and infringements of compliance become evident, these are brought to light and tackled decisively.

freenet AG's managers set a good example in upholding compliance and ensure that any significant steps taken within their own fields of responsibility are in accordance with the respective statutory provisions and its own values and rules.

The compliance organisation can be approached by any contact person for advice on individual issues.

The Compliance unit has developed a publicly available whistleblower tool and implemented it within freenet AG. It enables internal whistleblowers, franchise partners, suppliers and other stakeholders to give tip-offs anonymously as soon as infringements of compliance come to their attention.

All tip-offs are investigated promptly as part of a transparent and accountable process in which the interests of the whistleblower, the persons affected and the company are taken into account.

The aim is to enable the company to take systematic and appropriate action immediately when compliance is violated and thereby to avert economic or reputational damage to freenet AG and the affected stakeholders. In order to ensure the proper, swift handling of tip-offs in accordance with the whistleblower process, freenet AG has set up a whistleblower committee. The permanent members of the Whistleblower Committee are the CCO and the Head of Group Audit, Risk & Control. The whistleblower committee is responsible for the operational implementation of the whistleblower process.

A centralised anti-fraud unit has also been set up, which in coordination with the individual anti-fraud functions in the specialist departments of freenet AG, is responsible for the introduction and improvement of effective preventive measures and processes for preventing damage to freenet AG caused by fraud, and for investigating fraud.

The significance of data protection has increased continuously in recent years. freenet AG is aware of its special responsibility with regard to the handling of the personal data of customers, suppliers, contractual partners and employees, especially given the General Data Protection Regulation (GDPR) and special regulations applying in the telecommunications sector. It is therefore important to protect this data against unauthorised access. For this reason, the Group uses modern security technologies and regularly draws the attention of its employees to this subject in order to continuously improve the overall security level and to meet the challenges posed by the growing threats.

Working practices of the Executive Board and Supervisory Board

freenet AG's Executive Board and Supervisory Board work together in a close and trusting manner in their management and supervision of the company.

It is the duty of the Executive Board, as the parent company's management body, to serve the interests of the company. Since 1 January 2023, it has consisted of six members. The Executive Board's work is governed by its rules of procedure. The members of the Executive Board are jointly responsible for corporate management as a whole. In other respects, each Executive Board member is responsible for their own sphere of business. The Executive Board members work together in a spirit of cooperation and inform one another about facts and developments in their respective spheres of business at regular Executive Board meetings. In addition, the Executive Board members attend regular meetings of the specialist departments. The Supervisory Board determines the areas of responsibility of the individual members of the Management Board in a schedule of responsibilities.

The Supervisory Board monitors and advises the Executive Board regarding the latter's management of the company's business. In addition, it is responsible, in particular, for the appointment of the members of the Executive Board and for determining the overall remuneration received by the individual members of the Executive Board. The Supervisory Board is also responsible for examining the financial statements of freenet AG and the Group. The Supervisory Board is convened at least twice in each calendar half-year. It generally makes its decisions at in-person or virtual meetings, but also by way of telephone conferences or by written communications. The Supervisory Board regularly advises the Executive Board when the latter is making its decisions about the company's management and also supervises its management activities. In so doing, the Executive Board includes the Supervisory Board in all decisions of a fundamental nature relating to the company's management and reports regularly about the business performance, the corporate planning, the

strategic development and the situation of the company. The Supervisory Board in turn conducts a detailed examination of all deviations of business performance from the plans and targets and discusses these with the Executive Board. It also conducts detailed checks on business transactions of significance for the company on the basis of Executive Board reports, discusses them and makes decisions as and when required. Outside of the meetings, too, the Supervisory Board members are informed by the Executive Board about current business developments.

Composition and working practices of committees

The Supervisory Board performs some of its activities through committees and receives regular reports on their work. It has set up a total of five committees. These committees prepare the topics and resolutions of the Supervisory Board which are due to be discussed by the full Board and in some individual areas are authorised to make decisions in place of the full Board. The committees carry out their work in meetings requiring personal attendance. In exceptional cases, however, the meetings can also be conducted by telephone. The committees discuss the items on their agendas and make decisions concerning these if required. The committee chairpersons report on the subject matter of the committee meetings to the full Supervisory Board. With the exception of the nomination committee, all committees comprise equal numbers of shareholders' representatives and employees' representatives.

The **steering committee** discusses focal topics and prepares Supervisory Board resolutions. It can take the place of the Supervisory Board, with the required approval of the Executive Board in accordance with the latter's rules of procedure, in deciding on measures and transactions of the Executive Board, insofar as the matter in question cannot be deferred and it is not possible for the Supervisory Board to make an appropriate decision within the time available.

The **personnel committee** prepares the Supervisory Board's personnel decisions. It submits to the Supervisory Board proposals for decisions on the Executive Board's remuneration, the remuneration system and regular review of that system. The committee makes decisions in place of the Supervisory Board – but subject to mandatory responsibilities of the Supervisory Board – on Executive Board members' business that is relevant for personnel.

The **audit committee** concerns itself with the monitoring of the accounting process, the effectiveness of the internal control system, the risk management system and the internal auditing system, and auditing of financial statements, in the latter case especially with regard to the choice of auditor and their independence and the additional services rendered by the auditor, the awarding of the audit engagement to the auditor, the determination of key audit matters and the fee agreement. It is also responsible for approving the permissible non-audit services to be rendered by the auditor. It also concerns itself with compliance-related issues.

The **mediation committee** is constituted in accordance with section 27 (3) of the German Co-determination Act (Mitbestimmungsgesetz – MitbestG) so that it can perform the task described in section 31 (3) sentence 1 MitbestG.

The **nomination committee** has the task of suggesting suitable candidates to the Supervisory Board for proposal to the Annual General Meeting in the run-up to new elections.

Table 1: Overview of the committees of the Supervisory Board

Committee	Supervisory Board members	Committee	Supervisory Board members
Steering committee	Marc Tüngler (Chair) (since 5 May 2022) ¹ Thomas Karlovits (since 5 May 2022) ¹ Gerhard Huck Knut Mackeprang	Mediation committee	Members: Marc Tüngler (Chair) (since 5 May 2022) ¹ Miriam Wohlfarth (since 5 May 2022) ¹ Theo-Benneke Bretsch Knut Mackeprang
Personnel committee	Marc Tüngler (Chair) (since 5 May 2022) ¹ Sabine Christiansen ¹ Claudia Anderleit Knut Mackeprang	Nomination committee	Marc Tüngler (Chair) ¹ Sabine Christiansen ¹ Robert Weidinger ¹
Audit committee	Robert Weidinger (Chair) ¹ Prof. Dr Kerstin Lopatta (since 5 May 2022) ¹ Bente Brandt Thomas Reimann		¹ independent according to the assessment of the Supervisory Board

On 5 May 2022 Prof. Dr. Helmut Thoma, Thorsten Kraemer and Fränzi Kühne left the Supervisory Board and its committees. At the same time, Marc Tüngler left the Audit Committee.

Defined targets for the percentage of women on the two management tiers below the Executive Board

The Executive Board has defined the following targets for the period until 31 December 2026 with regard to the percentage of women on the two management tiers below the level of the Executive Board:

Table 2: Defined for the percentage of women on the two management tiers below the level of Executive Board

	Target for 31 December 2026	Status as of 31 December 2022
Management tier 1 (division managers)	25% or at least 2 persons	28.6%
Management tier 2 (department managers)	30% or at least 6 persons	30.4%

Disclosures on compliance with minimum percentages of men and women on the Supervisory Board

In the period under review, the percentages of men and women on the Supervisory Board complied with the legal requirement of a minimum percentage of 30 per cent. As of 31 December 2022, women account for 5 out of the 12 members of the Supervisory Board, i.e. 42 percent, while men account for 7 out of 12, i.e. 58 percent.

Disclosures on compliance with the requirement to include men and women on the Executive Board

The mandatory gender quota states that, where the Executive Board consists of more than three people, at least one of its members must be a woman and at least one must be a man. As of 31 December 2022, there were no women on the Executive Board, only men. The Supervisory Board and the personnel committee of the Supervisory Board considered the establishment of a new Executive Board portfolio and the appointment of a suitable person to this portfolio in financial year 2022. Nicole Engenhardt-Gillé, a female member of the Executive Board, was appointed to this role with effect from 1 January 2023. Since this date, the company has thus complied with the mandatory gender quota for the Executive Board.

Disclosures on the diversity policy for the Supervisory Board and Executive Board

Targets for the composition, the profile of skills and the diversity policy of the Supervisory Board

Composition

The Supervisory Board set the following targets for its composition and profile of skills:

“The composition of the Supervisory Board should ensure that the Supervisory Board can provide the Executive Board with qualified supervision and advice. With this in mind, it is helpful to have a complementary mix of members from different personal and professional backgrounds, ages and genders.”

Profile of skills

The candidates proposed for election to the Supervisory Board should be able to use their knowledge, skills and experience to fulfil the role of a Supervisory Board member in a listed company and maintain the public reputation of freenet AG. As a result, particular attention should be paid to the personality, integrity, commitment and professionalism of the individuals proposed for election.

Members of the Supervisory Board should be collectively familiar with the sector in which the company operates. The Supervisory Board should therefore contain knowledge and experience of freenet's key business areas, most notably telecommunications, and TV and media.

In addition, all knowledge and experience considered to be essential to freenet AG's activities should be represented on the Supervisory Board as a whole. This includes knowledge and experience in the areas of information technology, digitalisation with a focus on artificial intelligence and big data, marketing, sales and retail, purchasing and supply chain, customer service and management, law and regulation, compliance, data protection and security, human resources and sustainability as well as corporate communications and external and political relations.

At least one member of the Supervisory Board must have accounting expertise, while at least one further member must have expert knowledge of the auditing of financial statements. In particular, the Supervisory Board should also contain individuals with experience of leading a company of a similar size to freenet AG by holding a senior position or serving as a member of a Supervisory Board or comparable body. When preparing to appoint a new member, it is important to check which areas of desirable knowledge need to be strengthened on the Supervisory Board.

Diversity

Care should be taken to ensure sufficient diversity in the composition of the Supervisory Board. In addition to the appropriate representation of women, this also includes diversity with regard to cultural origin as well as differences in educational and professional background, experience and ways of thinking. When reviewing potential candidates to replace or newly appoint Supervisory Board positions as they become vacant, diversity should be considered appropriately at an early stage in the selection process. According to the Stock Corporation Act (AktG), at least 30 per cent of the Supervisory Board's members must be female and at least 30 per cent should be male. The Supervisory Board naturally strives to ensure the equal participation of women and men in accordance with legal requirements when determining its composition.

Independence

The Supervisory Board should consist of an appropriate number of independent members. Material conflicts of interest and those that are more than temporary in nature, such as those arising from positions on executive bodies or consulting roles with key competitors, are to be avoided. Based on the premise that the independence of employee representatives is defined fundamentally differently in various ways, employee representatives should be disregarded when considering the appropriateness of the number of independent Supervisory Board members. As a result, the Supervisory Board as a whole should include at least four employee representatives who are independent in accordance with the German Corporate Governance Code. No more than two former members of the Executive Board of freenet AG may hold seats on the Supervisory Board. Former members of the Executive Board should be elected to the Supervisory Board no earlier than two years after the end of their appointment.

Availability

Supervisory Board members should have sufficient time to fulfil their mandate to ensure that they can do so with due regularity and care.

Age limit and length of service

In accordance with the age limit set out by the Supervisory Board in its rules of procedure, only individuals up to the age of 70 should generally be proposed for election as members of the Supervisory Board. When an individual is nominated, the nomination should take into account the maximum length of service on the

Supervisory Board of 12 years as defined by the Supervisory Board. It is considered helpful for different age groups to be represented on the Supervisory Board.

Implementing the targets for the composition of the Supervisory Board based on the skills profile and the diversity policy

The Supervisory Board and the nomination committee of the Supervisory Board incorporate the composition targets and the requirements set out in the diversity policy when carrying out the selection process and nominating candidates for the Supervisory Board. Most recently, the Supervisory Board took these targets, including the profile of skills, into account when proposing candidates for shareholder representative to the 2022 Annual General Meeting. To allow these skills to be assessed and compared against the targets, the candidates' CVs were published on freenet AG's website ahead of the Annual General Meeting.

The current composition of the Supervisory Board meets the composition targets and fulfils the skills profile and diversity policy. The members of the Supervisory Board have the professional and personal qualifications considered necessary. They are collectively familiar with the sector in which the company operates and have knowledge, skills and experience that is vital for freenet AG. The Supervisory Board gives appropriate consideration to diversity. At the end of the 2022 financial year, the Supervisory Board had five female members: three shareholder representatives and two further members on the employer's side. This means the share of women on the Supervisory Board is 42 percent.

Independence of the shareholder representatives on the Supervisory Board, length of service and age limit

According to the Supervisory Board's assessment, all six shareholder representatives are currently independent in accordance with the German Corporate Governance Code. The provisions in the profile of skills regarding the age limit of 70 years and the maximum length of service on the Supervisory Board of 12 years at the time of election were taken into account when candidates were proposed for election to the 2022 Annual General Meeting. Accordingly, no member of the Supervisory Board currently exceeds the age limit or the maximum length of service of 12 years. The chairman of the Supervisory Board and the chairman of the audit committee are in the 11th year of their service on the Supervisory Board and a shareholder representative is in her 9th year, while the three other shareholder representatives are in the first year of their service.

The Supervisory Board is mindful of the fact that, with its current membership, three of its members will exceed 12 years of service on the Supervisory Board during their current term of office. This will be taken into consideration in an assessment of their independence.

This is one of the reasons why the Supervisory Board has addressed and prepared an orderly transition of the key functions on the Supervisory Board with its nomination of suitable candidates at the 2022 Annual General Meeting. In its current composition, the Supervisory Board comprises three shareholder representatives newly elected at the 2022 Annual General Meeting and three shareholder representatives who have been on the Supervisory Board for some time. This set-up was deliberately chosen to enable a smooth transition, also with regard to the key functions on the Supervisory Board in the regular rotation.

Auditing and financial reporting expertise on the audit committee

As financial experts, Robert Weidinger and Prof. Dr. Kerstin Lopatta have expertise in the areas of financial reporting and auditing.

As a self-employed auditor, tax consultant and corporate finance advisor, Robert Weidinger has many years of experience in both of these fields and has also worked for an international audit firm. His expertise moreover derives from his work as chairman of the Audit Committee in particular, in which capacity he has been closely concerned with the financial reporting and auditing of freenet AG and the Group since 2012.

Prof. Dr. Kerstin Lopatta holds a chair in Financial Accounting, Auditing and Sustainability at the University of Hamburg. She has expertise in financial reporting and auditing through this position and her role as chair of the audit committee of EQS AG, Munich, a listed company.

Sustainability expertise on the Supervisory Board

Prof. Dr. Kerstin Lopatta and Claudia Anderleit are the key members of the Supervisory Board in charge of sustainability issues. They both have relevant expertise in this field, as a professor at the University of Hamburg and as a senior executive in the sustainability department of freenet AG respectively.

Targets for the composition and the diversity policy of the Executive Board

Targets for the composition of the Executive Board are partly derived from the mandatory gender quota, which states that the Executive Board must contain at least one woman and at least one man if it consists of more than three people. This requirement has been met since 1 January 2023 with the appointment of Nicole Engenhardt-Gillé to the Executive Board.

When selecting individuals for the Executive Board, the Supervisory Board ensures that the Executive Board has all of the knowledge and experience deemed essential for the activities of freenet AG. It is not currently necessary for the company to follow any other fundamental requirements concerning the composition of the Executive Board as part of a formalised diversity policy.

Age limit for members of the Executive Board

The Supervisory Board stipulated an age limit for Executive Board members of 63 years at the time of their appointment.

Long-term succession planning for the composition of the Executive Board

The personnel committee of the Supervisory Board, which is responsible for making preparations for Executive Board appointments, also oversees long-term succession planning for the Executive Board. This is done regularly when making new appointments or extending existing Executive Board appointments. The committee regularly reviews whether there is reason to give particular consideration to long-term succession planning and consults the chairman of the Executive Board as required. The chairman of the Supervisory Board also communicates regularly with the chairman of the Executive Board about succession options in good time prior to the expiration of Executive Board appointments.

Supervisory Board's self-assessment of its activities

The Supervisory Board and its committees regularly review the overall effectiveness of the Supervisory Board and how effectively its committees perform their tasks, either internally or with the involvement of external advisers. In view of the changes to the shareholders' representatives on the Supervisory Board, the Supervisory Board did not carry out any self-assessment regarding the effectiveness of its activities in 2022. The Supervisory Board's most recent self-assessment was in 2020 and was carried out with external assistance. No fundamental need for change was identified.

Current skills matrix of the Supervisory Board members

The Supervisory Board of freenet AG has drawn up the following summary of its skills, based on the targets for its composition.

Table 3: Skills matrix shareholder representatives

		M. Tüngler	S. Christiansen	T. Karlovits	K. Lopatta	R. Weidinger	M. Wohlfarth
General information	Year of birth:	1968	1957	1969	1969	1962	1970
	Gender	m	f	m	f	m	f
	First appointed in	2012	2013	2022	2022	2012	2022
	Term ends in	2026	2026	2026	2026	2026	2026
	Committee memberships	Steering, Personnel, Mediation, Nomination	Personnel, Nomination	Steering	Audit	Audit, Nomination	Mediation
	Special function	Chairman			Financial expert for accounting & auditing; ESG Rep	Financial expert for accounting & auditing	
	Independent according to the assessment of the Supervisory Board	yes	yes	yes	yes	yes	yes
Area of expertise: Business model	Telecommunications	●	●	●	●	●	○
	TV and Media	●	●	●	●	○	○
	IT: Data protection/ information security*	○	○	●	●	○	○
	Digitalisation, artificial intelligence, big data	○	●	●	●	○	○
	Customer interaction*: Sales, sourcing, retail, marketing, services	●	●	○	○	○	●
Area of expertise: Corporate governance	Corporate governance* (also: compliance & integrity)	●	●	●	●	●	●
	Legal & regulatory affairs* (also: supply chain and human rights due diligence)	●	○	●	●	●	○
	M&A	●	○	●	●	●	○
	Personnel* (e.g. employer attractiveness, skills, diversity, etc.)	●	●	○	●	○	●
	Environmental matters* (energy, CO2 emissions, resource consumption, sustainable products)	○	●	●	●	○	○
Area of expertise: Finance & reporting	Financial accounting, tax	●	○	●	●	●	○
	Auditing, ICS, internal audit	●	○	●	●	●	○
	ESG regulation/reporting*	●	●	●	●	○	○
Area of expertise: Material other	Corporate communications, external & political relations	●	●	●	●	●	●
Key/core skill		Corporate governance/ Regulatory affairs	TV & Media	Corporate governance	Finance & reporting	M&A	Innovation, developing new topics, sales, marketing, employee development, culture

* = with ESG relevance

Legend:

- very good
- good
- satisfactory
- adequate
- Available expertise not adequate

Table 4: Skills matrix employee representatives

		K. Mackeprang	C. Anderleit	B. Brandt	T.-B. Bretsch	G. Huck	T. Reimann
General information	Year of birth:	1970	1973	1971	1984	1958	1963
	Gender	m	f	f	m	m	m
	First appointed in	2013	2008	2018	2018	2018	2017
	Term ends in	2023	2023	2023	2023	2023	2023
	Committee memberships	Steering, Personnel, Mediation	Personnel	Audit	Mediation	Steering	Audit
	Special function	Vice chairman	ESG Rep				
	Independent according to the assessment of the Supervisory Board	EmpRep	EmpRep	EmpRep	EmpRep	EmpRep	EmpRep
Area of expertise: Business model	Telecommunications	●	●	●	●	●	●
	TV and Media	●	●	●	●	●	●
	IT: Data protection/ information security*	●	●	●	●	●	●
	Digitalisation, artificial intelligence, big data	●	●	●	●	●	●
	Customer interaction*: Sales, sourcing, retail, marketing, services	●	●	●	●	●	●
Area of expertise: Corporate governance	Corporate governance* (also: compliance & integrity)	●	●	●	●	●	●
	Legal & regulatory affairs* (also: supply chain and human rights due diligence)	●	●	●	●	●	●
	M&A	●	●	●	●	●	●
	Personnel* (e.g. employer attractiveness, skills, diversity, etc.)	●	●	●	●	●	●
	Environmental matters* (energy, CO ₂ emissions, resource consumption, sustainable products)	●	●	●	●	●	●
Area of expertise: Finance & reporting	Financial accounting, tax	●	●	●	●	●	●
	Auditing, ICS, internal audit	●	●	●	●	●	●
	ESG regulation/reporting*	●	●	●	●	●	●
Area of expertise: Material other	Corporate communications, external & political relations	○	●	●	○	●	○
Key/core skill		Corporate governance	Personnel	Telecommunications, digitalisation	IT	Telecommunications	Telecommunications

* = with ESG relevance

Legend

- very good
- good
- satisfactory
- adequate
- Available expertise not adequate
- EmpRep Employee representative