

## **Terms of Remuneration to be Included in Authorisation Agreements with Members of the Group's Directorate**

If members of the supervisory board are elected to the group's directorate, authorisation agreements to be signed with the supervisory board members elected to the group's directorate will contain the following terms:

1. The monthly remuneration to be paid to the chairman of the group's directorate is 35,000 EEK. The monthly remuneration to be paid to members of the group's directorate is 30,000 EEK. The amount of remuneration paid to members of the group's directorate may be increased annually to the extent corresponding to the change in the consumer price index, but not less than 10 per cent. In addition, the chairman of the group's directorate is entitled to a bonus of 0.4 per cent, and members of the group's directorate to a bonus of 0.35 per cent, of the Company's profit before income tax less the respective minority share. Bonus payments are made after approval of the annual report for the respective financial year by the general meeting of shareholders. A maximum of 75 per cent of the bonus can be paid to the members of the group's directorate in advance.
2. A member of the group's directorate shall not compete with the Company within one year after termination of his or her activities as a member of the group's directorate. If a member of the group's directorate resigns on his or her own initiative, or if a member is removed before the expiry of his or her term of office, or if the term of office of a member expires and a new authorisation or employment contract is not signed with the member, the member will be paid compensation in the amount of the average annual income of a member of the group's directorate. If, during the effective term of the non-competition obligation, a member of the group's directorate has received the written consent of the supervisory board of the Company to engage in an activity that can be regarded as competing with the activities of the Company, the unpaid portions of compensation will not be paid. A member of the group's directorate is not entitled to receive compensation if the member has been removed from the group's directorate with good reason due to his or her violation of law, the articles of association or conditions of service, or failure to perform his or her duties.
3. Members of the group's directorate shall be granted the following benefits:
  - a) use of a company car both for the discharge of their duties and outside of working hours;
  - b) use of a mobile phone both for the discharge of their duties and outside of working hours;
  - c) signing of a life insurance contract at the cost of the Company, with the Company being the beneficiary.
4. Subject to submission of relevant expense receipts, members of the group's directorate shall be compensated for reasonable costs and expenses incurred by them in the discharge of their duties, incl. transport, travel and training expenses and other expenses.