

Amounts of remuneration for the members of the Company's and the Enterprises' collegial bodies for their activities in the collegial bodies

	Collegial body	Coef. (based on remuneration of SB member)	Remuneration per Month, Eur
1	Chairman of the Company's Supervisory Board (SB)	1,30	2 600
2	Independent SB member of the company	1,00	2 000
3	Chairman of the Executive Board of the Company	1,30	2 600
4	Members of the Executive Board of the Company	0,90	1 800
5	Chairman of the Company's SB committees and Audit committee	1,00	2 000
6	Independent members of the Company's Sb and Audit committees	0,90	1 800
7	Independent members of the SB Enterprises and employee representatives on the supervisory boards	0,65	1 300
8	Chairman of the Executive Boards of Enterprises	0,90	1 800
9	Members of the Executive Boards of Enterprises	0,65	1 300
10	Independent members of the Executive Boards of Enterprises	0,65	1 300

Note: the collegial bodies will gradually move to the renewed remuneration system - from the new term of office; basic remuneration of Supervisory Board, 2000 EUR, set in 2021 September 27 during the general meeting of Shareholders