



## **Amended proposal of the Board of Directors on the remuneration of members of the Board of Directors** (agenda item 11)

The Board of Directors proposes that the remuneration of members of the Board of Directors would remain the same as in the previous term. Accordingly, the Board of Directors proposes that the Chairman of the Board of Directors be paid an annual fee of EUR 160,000, the Deputy Chairmen EUR 70,000 and the ordinary members of the Board EUR 50,000. The Chairmen of the Board of Directors' Committees would be paid an additional annual fee of EUR 5,000.

In addition, the Board of Directors proposes that the Chairmen of the meetings of the Board's Committees be paid a meeting fee of EUR 800 and other Board and committee members EUR 600 per meeting. The Chairman of the Board shall be paid no meeting fees. The Board of Directors also proposes that the members of the Board of Directors be compensated accrued travel and lodging expenses as well as other potential costs related to Board and Committee work.