

GUIDELINES FOR DETERMINATION OF SALARY AND OTHER REMUNERATION TO THE MANAGEMENT IN EIOF

The salary and other remuneration to the CEO shall be determined by the Board of Directors.

The salary and other remuneration to other members of the Company's management shall be determined by the CEO based on the framework and guidelines provided by the Board of Directors.

Performance-based remuneration shall be based on objectives that promote value generation in the Company over time. Bonus and share option schemes, which can lead to short-term arrangements that might be harmful to the Company in the long term, shall be avoided.