

## ADDITIONAL CLAUSES MANAGING DIRECTOR

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### ● Relocation costs

The Company will compensate the MD for costs related to the MD relocating to the place of the employment. Costs for moving cover, for example, transportation of household goods and furniture, change of telephone subscription and travel costs for the MD's family to the place of the employment.

### ● Non-compete

The MD undertakes, for .... months after the termination of the employment, not to

- Commence employment with a company that carries on competing business with the Company. Competing business with the Company means business in the following area: ....

- Be a partner in a company that carries on competing business with the Company.

- Him/herself or through someone else start or carry on competing business with the Company.

The non competition undertaking does not apply in the following situations:

- If the Company terminates the employment agreement. However, if the Company's termination of the employment is due to a material breach of agreement by the MD, the non competition undertaking shall apply.

- If the MD terminates the employment due to a material breach by the Company of its obligations under the employment agreement.

The Company shall, as compensation for the inconvenience the non competition undertaking causes the MD, pay a monthly compensation to the MD, amounting to his/her monthly salary at the time the employment terminated. The compensation shall be paid from the day the Company receives written notice thereof.

### ● Confidentiality

The MD undertakes, during the employment and for a two-year period after the termination of the employment, not to use or disclose the Company's trade secrets or other confidential information, which concerns the Company's business. The undertaking does not include such confidential information that is publicly known or was known by the MD prior to the employment.

When the employment terminates, the MD shall return all of the Company's property and all business documents as well as any other written information or information in digital form, which the MD has in his/her possession.

### ● Arbitration

Any dispute arising out of this agreement shall be finally settled by arbitration. All costs for the arbitration tribunal shall, however, be borne by the Company irrespective of the outcome of the arbitration.