

## **Remuneration of Supervisory Council members**

The Management Board has reviewed the fees paid to Supervisory Council members of the other companies listed on the Tallinn Stock Exchange. The payments made range from 9,000 kroons to 25,000 kroons per meeting with a slightly higher level for the chairman to reflect the additional duties.

As a general rule, AS Tallinna Vesi has five Supervisory Council meetings per year. However, the Supervisory Council members are also expected to attend the shareholders' general meetings and regularly update and refresh their skills, knowledge and familiarity with AS Tallinna Vesi.

On this basis the Management Board proposes to the shareholders that the payments for Supervisory Council members should be set at 100,000 kroons per year. The fee is subject to deduction and payment of taxes set out by laws and would be payable monthly. Additionally, appropriate expenses (e.g. travelling, accommodation) incurred in connection with attending the meetings would also be compensated to the Supervisory Council members.

If they feel it appropriate, the existing Supervisory Council members for whom the serving on Supervisory Council forms part of their existing roles and responsibilities, may waive their right to the fees.