



REMUNERATION PROPOSAL

VERSION 01: OCTOBER 2021

Non-Executive Directors Remuneration Proposal

| | Mr. A. Libanori | Mr. H.J. Hekland | Ms. N. Holden |
|--|---|---|---|
| Position | Non-Executive Director | Non-Executive Director | Non-Executive Director |
| Remuneration (gross per year) | \$42,000 | \$42,000 | \$42,000 |
| Stock Options | • .25,000 | • .25,000 | • .25,000 |
| Severance | None | None | None |
| Start date | IPO Date | IPO Date | IPO Date |
| End date | Three year term | Three year term | Three year term |
| Insurance/Indemnity | Indemnification of costs and/or damages and professional D&O Insurance. | Indemnification of costs and/or damages and professional D&O Insurance. | Indemnification of costs and/or damages and professional D&O Insurance. |
| Other main elements service agreements | <ul style="list-style-type: none"> As defined in the Directors Agreement with the Company. | <ul style="list-style-type: none"> As defined in the Directors Agreement with the Company. | <ul style="list-style-type: none"> As defined in the Directors Agreement with the Company. |

Executive Directors Remuneration Proposal

| | Mr. G. Bächler | Dr. M.R. Eidens |
|--|---|---|
| Position | Executive Director | Executive Director |
| Remuneration (gross per year) | As defined in the Management Services Agreement with the Company. | As defined in the Management Services Agreement with the Company. |
| Stock Options | <ul style="list-style-type: none"> As defined in the Management Services Agreement with the Company. | <ul style="list-style-type: none"> As defined in the Management Services Agreement with the Company. |
| Severance | As defined in the Management Services Agreement with the Company. | As defined in the Management Services Agreement with the Company. |
| Start date | As defined in the Management Services Agreement with the Company. | As defined in the Management Services Agreement with the Company. |
| End date | As defined in the Management Services Agreement with the Company. | As defined in the Management Services Agreement with the Company. |
| Insurance/Indemnity | Indemnification of costs and/or damages and professional D&O Insurance. | Indemnification of costs and/or damages and professional D&O Insurance. |
| Other main elements service agreements | <ul style="list-style-type: none"> As defined in the Management Services Agreement with the Company. | <ul style="list-style-type: none"> As defined in the Management Services Agreement with the Company. |