

Assessment of annual remuneration of the members of the Company's Board of Directors.

To set the following norms (percentage) of allocations to calculate the annual remunerations of the members of the Company's Board of Directors:

- 0.26% of EBITDA according to the Company's financial statements for 2007 in accordance with the International Accounting Standards;
- 0.78% of the Company's net profit allocated for dividends payment according to the results of 2007.