Securities Market Act
Annex

Quantitative objectives for the proportion of members of underrepresented sex in the management bodies of issuer of shares registered in Estonia

Number of positions in the management body	Minimum number of members of underrepresented sex in the supervisory board necessary to meet the objective of 40 %	Minimum number of members of underrepresented sex in the supervisory board and the management board necessary to meet the objective of 33 %
1	-	-
2	-	-
3	1 (33.3%)	1 (33.3%)
4	1 (25%)	1 (25%)
5	2 (40%)	2 (40%)
6	2 (33.3%)	2 (33.3%)
7	3 (42.9%)	2 (28.6%)
8	3 (37.5%)	3 (37.5%)
9	4 (44.4%)	3 (33.3%)
10	4 (40%)	3 (30%)
11	4 (36.4%)	4 (36.4%)
12	5 (41.7%)	4 (33.3%)
13	5 (38.4%)	4 (30.8%)
14	6 (42.9%)	5 (35.7%)
15	6 (40%)	5 (33.3%)
16	6 (37.5%)	5 (31.3%)
17	7 (41.2%)	6 (35.3%)
18	7 (38.9%)	6 (33.3%)
19	8 (42.1%)	6 (31.6%)
20	8 (40%)	7 (35%)
21	8 (38.1%)	7 (33.3%)
22	9 (40.1%)	7 (31.8%)
23	9 (39.1%)	8 (34.8%)
24	10 (41.7%)	8 (33.3%)
25	10 (40%)	8 (32%)
26	10 (38.5%)	9 (34.6%)
27	11 (40.7%)	9 (33.3%)
28	11 (39.3%)	9 (32.1%)
29	12 (41.4%)	10 (34.5%)
30	12 (40%)	10 (33.3%)