

POWER OF ATTORNEY

Transcom Eesti Osaühing, a limited liability company duly incorporated under the laws of Estonia, with its registered office at Pärnu mnt 160D, 11317 Tallinn, Estonia, with the Commercial Registry code 10707835 (hereinafter the **Company**), represented by the member of the board Markus Mauritzon

who is duly authorized to represent the Company and issue this Power of Attorney

hereby authorizes and appoints:

Ms. Rita Kask, Estonian ID code 46711042721

to act as attorney (the "**Attorney**") for and in the name of the Company to do the following on behalf of the Company:

- (i) enter into and sign any employment related documents, including employment agreements, amendments and annexes to employment agreements, termination deeds of employment agreements, warnings related to employment agreement violation, employment safety regulations and rules of work organisation, any documents related to business trips, holiday schedules, notices and applications to Unemployment Fund (*Töötukassa*);
- (ii) enter into, sign and approve any agreements, documents and other instruments in the capacity of CCM as set out in Annex 1 to this Power Attorney "Transcom Delegation matrix, dated 2044-01-01" and in accordance with the policies, budgets and contracts referred to in Annex 1;
- (iii) represent the Company before all persons and bodies as well as to sign any statements, certificates, documents and deeds on behalf of the Company in order to effectuate the above documents as well as in order to comply with the provisions the above documents; and
- (iv) to do and perform all other acts and actions which the Attorney may consider necessary in connection with the above documents.


The Attorney has the right to receive and sign all documents and to perform everything that is in connection with this Power of Attorney.

This Power of Attorney shall remain in force until 31 December 2026, unless revoked by the Company before such date.

This Power of Attorney shall be governed by Estonian law.

This Power of Attorney has been duly executed on this 16th day of December 2024.

Markus Mauritzon:


signature