Conditions of share options

Important conditions of share options are:

- **the time of granting** the option, i.e. the date of signing the share option contract or the date of agreeing on the terms of the employer's participation program (e.g. employee stock purchase plan, ESPP or restricted stock unit, RSU);
- **the underlying asset** of the option, i.e. holding (share) in the employer or in a company belonging to the same group as the employer;
- **the number of underlying assets**, i.e. the specified number of shares / nominal value of the share;
- **the exercise (realisation) price** of the option, i.e. specified share price / share value;
- **the term of option exercise (realisation)**, i.e. the period from the granting of the option to its exercise, in taxation, the duration of the period of at least 3 years is important;
- **the moment of exercise (realisation)** of the option, i.e. the date when the employee uses the right to acquire a holding arising from the option and receives underlying assets in exchange for the option;
- **the option premium**, i.e. the amount paid by the employee for the option. Option premiums are not mandatory.

If the option contract has not been digitally signed or notarised, the employer is obliged to submit the contract or information regarding joining the employer's participation program to the Estonian Tax and Customs Board at the e-mail address **ariklient@emta.ee** within 5 working days of its conclusion.

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