

Pavel Marchev

Delegation of Authority (“Delegation”)

Level Access	Authorized Person	Storage Place	Electronic copy sending	Paper Copy Access
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1. Background

This Delegation is valid upon the second signature - that of the company's CEO or the employee. It supersedes all prior Delegations to Pavel Marchev.

This Delegation sets forth the authority given to Pavel to enable him to carry out his/her obligations pursuant to his job description.

The authority described herein is complete and shall be interpreted restrictively.

Pavel shall exercise his authority to approve transactions and projects in accordance with the *Company's Procedure for Approval of Transactions and Projects* as amended from time to time in the document *General > Group Internal/Finance/180228 Procedure for Approval of Transactions and Projects EN*.

The delegated authorities below apply to **Neterra EOOD, Neterra Communications EOOD, NetIX Communications AD**.

2. Transactions approval authority

Pavel Marchev has the following authorities to approve transactions

2.1. for the **purchase** of goods and services related to the work of the Operations department:

2.1.1. **duration of transaction** for transactions with duration \leq **12 months**;

2.1.2. **date of payment**: between **-60** (negative 60) and **120** days;

2.1.3. **prices** (applies to all services)

a) allowed to authorize test services;

b) level 2 discount for services with approved price policy;

c) full authority to determine pricing for services without approved pricing policy;

2.1.4. **presales** approval authority (approval of the technical parameters).

2.2. **final approval** authority.

3. Project approval authority

Pavel Marchev has the following authorities:

a) Credit Check: authorized to approve if no Customers or Suppliers in the project have outstanding obligations to Neterra overdue for more than **30 days** or the amounts overdue by the Customer to Neterra for more than 30 days are less than the amounts due by Neterra to the Customer.

3.1. where the changes in **projects** contain **no revenue**:

a) result check: the sum of the gross expenses in all changes of approved projects within any 30 day period is \leq **€10000**;

3.2. where the changes in projects contain **revenue**:

a) result check: gross result of each project is \geq **20%**;

b) revenue check: the gross revenue of all approved changes in projects in any 30 day period is \leq **€10000**;

3.3. **final approval** authority.

4. Contracts signature authority for contracts based on approved projects and budgets (all of the following conditions must be met):

4.1. Contracts for the purchasing of goods and services with a gross expense of up to **€10,000**.

5. Finance

5.1. Handling of Money

Pavel Marchev is authorized to spend entertainment and travelling expenses, up to **<€2000** within each 30 day period.

6. Other Conditions

6.1. All amounts in this Delegation are without VAT.

6.2. All terms in this document are as defined in *Everyone > Group Internal/Legal/200519 Terms and Definitions EN*.

6.3. Signing of documents. Use of qualified electronic signature

All documents that need to be signed are signed with a qualified electronic signature.

In case documents are originally on paper, they are scanned and signed with a qualified electronic signature.

In case handwritten signature is necessary, it shall be applied on a printed copy of the document already signed with qualified electronic signature.

For avoidance of any doubt, no handwritten signature put on a paper document is deemed valid unless an electronic copy of the same document is signed with a qualified electronic signature on the same day and saved in the Neterra registers;

6.4. When signing an amendment to an existing contract, the rules of this delegation are applied against the financial parameters of the specific amendment, not for the value of the whole contract.

The undersigned Pavel Marchev authorized with this Delegation hereby declares:

I declare that I am aware of the terms of this Delegation and undertake to comply with them when carrying out my responsibilities pursuant to the Employment Agreement. I am

informed that in the event of my failure to comply with these terms and procedures set forth herein, I will be held responsible for the harm resulting to the Company.

Signature:

Signature: