

CINEMA CITY INTERNATIONAL N.V.

REMUNERATION POLICY

(A) **Managing directors:**

Each member of the Board of Managing Directors of the Company shall receive a monthly base salary indexed to the Israeli consumer price index and annual participation in a cash bonus pool with the other Management Board members that is equal to 7% of the Company's pre-tax profit before the bonus.

In addition, each member of the Board of Managing Directors of the Company is entitled to a car, contribution to a severance fund, contribution to a statutory provident fund, a €175 per diem payment for business travel days and reimbursement of reasonable business expenses, including payment of reasonable telephone bills.

Each member of the Board of Managing Directors of the Company shall not be entitled to any benefits on termination of his employment except for a severance payment which is equal to the greater of: (a) the statutory amount accumulated in his policy account for severance pay and (b) his monthly base salary at the time of termination, multiplied by the number of years of his employment by the Company.

(B) **Supervisory directors:**

Each member of the Board of Supervisory Directors receives an annual cash remuneration and €1,500 per attendance at meetings or €750 if attendance is by telephone.
