

**APPENDIX #2**  
**to Employment Contract #87-2017 dated the 8<sup>th</sup> of July, 2017**

This Appendix is executed by the Parties to Contract #87-2017 dated the 8<sup>th</sup> of July, 2017, hereinafter referred to as a “Contract”, namely by Kirill Detrov, the citizen of the Russian Federation, hereinafter referred to as an “Employee” on the one hand, and NovoOil FZE, the company, registered in Hamriyah Free Zone – Sharjah, United Arab Emirates, with corporate registered office at E-LOB Office #S-78V-17, P.O. Box 78708 Dubai, hereinafter referred to as a “Company”, in the person of Boris Kozhevnikov in his capacity as Manager, on the other hand.

1. Herewith the Company establishes the following incentives and compensatory payments to the Employee:

1.1. The Company shall provide the Employee with mobile communication and Internet connection in Iraq.

1.2. The Employee is eligible for a laptop and for licensed software in the amount approved by the Company. The Employee is entitled for the compensation for personal protective clothes.

1.3. The Company shall provide the Employee with a corporate medical and life insurance.

1.4. The Company shall provide Iraq bonus for each day of staying in Iraq in the amount of US\$100 per day.

1.5. The Company shall compensate the Employee’s transfer to the work place and back (economy air class tickets), local transportation, all visas arrangements.

2. Additional payments mentioned in Clause 1.1. of this Appendix shall be paid to the employee on a monthly basis alongside with the salary on a condition of execution by the Employee of this Appendix terms and conditions.

3. The Appendix shall be an integral part of the Contract and is made in three copies, all holding equal legal effect, two of the copies being kept at the Company, one by the Employee.

On behalf of the Company

Signature  
Boris Kozhevnikov

seal

The Employee

Signature  
Kirill Detrov