

# **JOINT STOCK COMPANY IN LIQUIDATION " KURZEMES ATSLĒGA 1 "**

(Reg.No.40003044007)

## **REMUNERATION REPORT FOR 2020.**

Remuneration Report for 2020. has been prepared in accordance with the JSC "KURZEMES ATSLĒGA 1" Council and Board members remuneration policy rules that are elaborated on the basis of the European Parliament and Council Directive (EU) 2017/828 relating to the shareholders' long-term involvement in the promotion of as well as Financial instruments market Law of the Republic of Latvia, Article 59.3 implementing the respective EU Directive,

Remuneration report is examined by a sworn auditor and it is being examined and approved by the shareholders' meeting together with other components of the annual report .

### **1. Remuneration of Council members.**

1.1. According to the company shareholders general meeting decision, Council members remuneration is set as a fixed monthly salary rate and remained constant in the last 5 years. In 2020 there were following rates set:

- for the Chairman of the council **228** , - EUR per month ;
- Deputy Chairman of the council **171** , - EUR per month;
- Members of the council **114** , - EUR per month;

1. 2 . The members of the Council who are in an employment relationship with the company - Irēna Burve, Ilgvars Jurjāns, Daiga Lankovska and Guntars Stekjāns, were additionally paid with the salary determined by the employer.

1. 3 . 1.3. In 2020, there were no deviations from the remuneration policy of the Council members and the amounts of salary rates have not changed, compensations, bonuses or bonuses for work results have not been calculated and paid. No shares, additional benefits, guarantees, relief or other material benefits from the company have been paid .

### **2.Remuneration of the members of the Board of the joint stock company.**

2.1. The remuneration of the Chairman of the Board of the Company is determined by the decision of the Council of the Company and fixed in the employment contract as a fixed monthly salary rate



and has been unchanged during the last 5 years. In 2020 for Pēteris Frīdenbergs it was 440 EUR per month.

2.2. The remuneration of the members of the Board of the Company is determined by the Council of the Company as a fixed monthly salary rate and has been unchanged during the last 5 years. In 2020, for the members of the Board Voldemārs Magons and Aiga Ozola, it was 260 EUR per month.

2.3. The members of the Board, who were in an employment relationship with the company - Voldemārs Magone and Aiga Ozola, were additionally paid with the salary set by the employer.

2.4. In 2020, the remuneration system of the members of the Management Board and the amount of salary rates have not changed, compensations, bonuses or bonuses for work results have not been calculated and paid, shares, additional benefits, guarantees, relief or other material benefits have not been paid to the members of the Management Board.

Such actual remuneration of the members of the Council and the Management Board corresponds to the remuneration policy of the members of the Council and the Management Board of JSC "KURZEMES ATSLĒGA 1" approved by the shareholders, as well as the financial results of the company's operations. The company is not part of the group within the meaning of the Law on Annual Accounts and Consolidated Annual Accounts - accordingly, no remuneration was received from other companies. No shares or share options were granted or offered. There were no exceptional cases of temporary derogations from the remuneration policy

For specific information on the remuneration calculated for each member of the company's Management Board and Supervisory Board, see the appendix:

#### Annex 1.

##### 1. Pēteris Frīdenbergs, Chairman of the Management board, for the period from 01.01.2020. until 18.12.2020.

REMUNERATION						ADDITIONAL SALLARY WORKING CONTRACT	OTHER BENEFITS	SHARE OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
5170.37	100	5170.37	100	0	0	0	0	0



2. **Aiga Ozola, Member of the Management board**, of the period from 1.1.2020. until 18.12.2020.

REMUNERATION						ADDITIONAL SALLARY  IN THE FRAMEWORK OF THE EMPLOYMENT CONTRACT	OTHER  BENEFITS	SHARE  OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
3010.97	100	3010.97	100	0	0	7298.01	0	0

3. **Voldemārs Magone , Member of the Management Board** , for the period from 01.01.2020. until 18.12.2020.

REMUNERATION						ADDITIONAL SALLARY IN THE FRAMEWORK OF THE EMPLOY MENT CONTRACT	OTHER BENEFITS	SHARE OPTIO NS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
3010.97	100	3010.97	100	0	0	8810.67	0	0

4. **Guntars Stekjānis , Chairmen of the Council ,** for the period from 01.01.2020. until 18.12.2020.

REMUNERATION						ADDITIONAL SALLARY  IN THE FRAMEWORK OF THE EMPLOYMENT CONTRACT	OTHER BENEFITS	SHARE OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EU R	%	EUR	%	EUR	EUR	EUR
2640.39	100	2640.39	100	0	0	7657.13	0	0

5. **Irēna Burve , Deputy Chairmen of the Council,** for the period from 01.01.2020. until 18.12.2020.

REMUNERATION						ADDITIONAL SALLARY IN THE FRAMEWORK OF THE EMPLOYMENT CONTRACT	OTHER BENEFITS	SHARE OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
1197.00	100	1197.00	100	0	0	4 895.20	0	0

**Ilgvars Jurjāns , Member of the Management Board,** for the period from 01.01.2020. until 18.12.2020.

REMUNERATION						ADDITIONAL SALLARY  IN THE FRAMEWORK OF THE EMPLOYMENT CONTRACT	OTHER BENEFITS	SHARE OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
1320.19	100	1320.19	100	0	0	8304.15	0	0

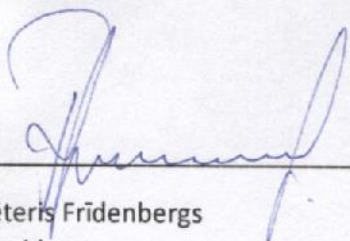


**7. Daiga Lankovska , member of the Council, for the period from 01.01.2020. until 18.12.2020.**

REMUNERATION						ADDITIONAL ALG A  IN THE FRAMEWORK OF THE EMPLOYMENT CONTRACT	OTHER MATERIALS	SHARE OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
1320.19	100	1320.19	100	0	0	6259.03	0	0

**8. Rolands Līvmanis , member of the Council, for the period from 01.01.2020. to 18.12.2020.**

REMUNERATION						ADDITIONAL SALLARY IN THE FRAMEWORK OF THE EMPLOYMENT CONTRACT	OTHER BENEFITS	SHARE OPTIONS
IN TOTAL		FIXED PART		VARIABLE PART				
EUR	%	EUR	%	EUR	%	EUR	EUR	EUR
1320.19	100	1320.19	100	0	0	0	0	0

  
 Pēteris Frīdenbergs  
 Liquidator

14 April 2021