



### **Supervisory Board's remuneration policy**

Supervisory Board's remuneration is determined by the national legislation of the Republic of Latvia - *the Law on Governance of Capital Shares of a Public Person and Capital Companies* and the regulations of the Cabinet of Ministers issued on its basis. Legislation sets an agreed regulation for the remuneration of members of the Supervisory Board of public person's capital companies.

The monthly remuneration amount of the Supervisory Board's president is tied to the amount of previous year's average monthly payment of persons employed in the country published in the official statistics announcement of the Central Statistical Bureau of Latvia applying a coefficient that is determined according to the criteria describing the capital company (turnover, assets, number of employees). The maximum coefficient to be applied when determining the monthly remuneration is 3. The monthly remuneration of Supervisory Board member may not exceed 90% of the remuneration of the Supervisory Board's president.

In accordance with "The Law on Prevention of Conflict of Interest in Activities of Public Officials", ALTUM's Supervisory Board members are public officials.

The information on remuneration received by Supervisory Board members is available in the published information of the State Revenue Service from the declarations of public officials submitted by Supervisory Board members.

A public official is obliged to submit the declaration of public official to the State Revenue Service in electronic form using the Electronic Declaration System (EDS) within the period and in accordance with the procedure prescribed by law. The information specified in the declarations of public officials in the Published data base of the State Revenue Service is published according to the up-to-date information in the state information registers.