

## Remuneration Policy of Supervisory Board

The remuneration of the Supervisory Council is stipulated by the laws and regulations of the Republic of Latvia – Law on Governance of Capital Shares of Public Entity and Management of Capital Companies Thereof, and Cabinet regulations issued on the basis of this law. The laws and regulations establish a uniform framework for remuneration of members of Supervisory Boards of capital companies of public entities.

The maximum monthly remuneration of the Chairman of the Supervisory Board shall not exceed the average monthly salary of persons employed in the country in the previous year, as published in the Official Statistical Bulletin of the Central Statistical Bureau, that has been rounded to full euro and applied a coefficient in accordance with the Cabinet regulations.

The monthly remuneration of the Chairman of the Supervisory Board shall not exceed 30% of the monthly remuneration of the Chairman of the Management Board. The monthly remuneration of a member of the Supervisory Board shall be set at up to 75% of the monthly remuneration of the Chairman of the Supervisory Board, but no less than the minimum monthly wage established in the country.

The monthly remuneration of the members of the Supervisory Board shall be reviewed (increased, left unchanged or reduced) once a year after approval of the annual report and assessment of the operational results of the reporting year.

According to the Law on Prevention of Conflict of Interest in Activities of Public Officials, the members of ALTUM's Supervisory Board are public officials. Information regarding the remuneration received by the members of the Supervisory Board is available in the declarations of public officials published by the State Revenue Service. A public official is obliged to submit a public official's declaration to the State Revenue Service complying with the deadline and procedure established by the law. The information provided in the public officials' declarations is made public through the Public Data Base of the State Revenue Service in conformity with up-to-date information contained in the state's information registers.