

## **Remuneration Policy of management Board**

The remuneration of the Management Board is determined by the laws and regulations of the Republic of Latvia – the *Law on Governance of Capital Shares and Capital Companies of Public Persons*, Cabinet regulations issued on the basis thereof, and decisions made by the ALTUM Supervisory Board and capital shareholders. The laws and regulations establish a uniform framework for remuneration of the members of the management boards of public entities.

In order to determine the maximum amount of monthly remuneration of the Chairperson of the Management Board, as well as the maximum amount of bonus for a Member of the Management Board, the capital companies are divided into categories according to size, as well as into groups according to sources of funding.

When determining the maximum amount of monthly remuneration of the Chairperson of the Management Board, the limit values of the criteria specified in the Law on Annual Statements and Consolidated Annual Statements are used to divide the capital companies into three categories according to their size:

- small capital companies;
- medium-sized capital companies;
- large capital companies.

According to the annual report for year 2024, ALTUM is a large capital company.

The amount of the monthly remuneration of the Chairperson of the Management Board is linked to 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 of the Republic of Latvia, and applied a coefficient determined in accordance with the criteria characterizing the capital company (turnover, assets, number of employees). The monthly remuneration of a Member of the Management Board shall not exceed 75% of the monthly remuneration of the Chairperson of the Management Board.

Following approval of the Annual Report, the Members of the Management Board may be paid a bonus once a year, not exceeding the maximum bonus amount specified in the laws and regulations. According to the Law on *Prevention of Conflict of Interest in Activities of Public Officials*, the Members of ALTUM's Management Board are public officials.

A public official is obliged to submit a public official's declaration to the State Revenue Service in electronic form, using the Electronic Declaration System (EDS), in accordance with the time period and procedures laid down in law. In a database to be made public by the State Revenue Service, the information indicated in the declarations of public officials shall be made public in conformity with up-to-date information contained in public information registers.

Authorisation agreements have been concluded with the Members of the Management Board regarding performance of their duties as board members.

As of 1 January 2022 the monthly remuneration of the Chairperson and Members of the Management Board of JSC Development Finance Institution Altum has not been changed. The Chairperson's monthly remuneration has been set at 8,900 euros, while the monthly remuneration of Management Board Members has been set at 8,010 euros.