

*Joint-stock company*  
**DITTON PIEVADĶĒŽU RŪPNĪCA**  
*Reg.No.40003030187*

*Management Board and Council*  
*Remuneration Report*

*For the year 2020*

(Annex to the Annual Report 2020)

Daugavpils

2021

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## INTRODUCTION

Remuneration report of the Management Board and Council members of the joint-stock company Ditton pievadķēžu rūpnīca for the year 2020 has been prepared in accordance with the Management Board and Council Remuneration Policy approved by the decision of the Shareholders' meeting on 18 June 2020, which was developed basing on the provisions of Directive (EU) 2017/828 of the European Parliament referring to the promotion of involvement of the long-term shareholders and Article 59.<sup>3</sup> of the Law on the Financial Instruments Market of the Republic of Latvia implementing the said Directive.

The Remuneration Report has been prepared by the Management Board of the Company and reviewed by the Council of the Company. The Remuneration Report is audited by a sworn auditor, and it is reviewed and approved at the shareholders' meeting together with other components of the annual report.

The Remuneration Report is published together with the audited Annual Report of the Company as a separate part of the Annual Report in Latvian and English on The Central Storage of Regulated Information of the Financial and Capital Market Commission, on the website of the stock exchange <http://www.nasdaqbaltic.com>, as well as in the website of the Company [www.dpr.lv](http://www.dpr.lv).

The financial result of the Company in 2020 was a loss of EUR 25,2 thousand.

Net turnover of the Company in 2020 was EUR 4,554 thousand.

The average wages in the Company in 2020 was EUR 645. /or EUR 7 740 per year/.

Council and Management Reports on the operating performance of the Company in 2020, as well as analysis of the risks are given in the appropriate sections of the Annual Report.

## REMUNERATION OF THE MANAGEMENT BOARD AND THE COUNCIL

1. Remuneration Policy of the Management Board and the Council members includes the following types of payments:

- Fixed part (monthly fee in form of wages or compensations for performance of duties of the Management Board or Council member);
- Variable part (share of profits, the payment of which is approved by the shareholders' meeting);
- Extraordinary items or other payments (other payments according to the Remuneration Policy of the Management Board and the Council members, including from other company of the same group within the meaning of the Law on Annual Accounts and Consolidated Annual Accounts).

### 2. Remuneration of the Council members

First name, last name, position	Total Remuneration			Total
	Fixed part	Variable part	Other payments	
<b>Boriss Matvejevs</b> Chairman of the Council, Chairman of the Audit Committee	EUR 15 778 /100%/	-	-	EUR 15 778
<b>Genādijs Zavadskis</b> Council member, Audit committee member	EUR 7 519 /32%/	-	EUR 16 261 /68%/	EUR 23 780
<b>Anželina Titkova</b> Council member, Audit committee member /until 18 June 2020/	EUR 3 619 /40%/	-	EUR 5 403 /60%/	EUR 9 022
<b>Georgijs Sorokins</b> Council member, Audit committee member /until 18 June 2020/	-	-	-	-
<b>Aleksandrs Sokolovs</b> Council member, Audit committee member /since 18 June 2020/	-	-	-	-
<b>Oto Dzenis</b> Council member, Audit committee member /since 18 June 2020/	-	-	-	-
<b>Total in 2020</b>	EUR 26 916 /55%/	-	EUR 21 664 /45%/	EUR 48 580

### 3. Remuneration of the Management Board members

First name, last name, position	Total Remuneration			Total
	Fixed part	Variable part	Other payments	
<b>Rolands Zarāns</b> Chairman of the Board	EUR 26 080 /99%/	-	EUR 130 /1%/	EUR 26 210
<b>Natalja Redzoba</b> Member of the Board /until 1 June 2020/	EUR 8 918 /94%/	-	EUR 550 /6%/	EUR 9 468
<b>Jevgēnijs Koršenkovs</b> Member of the Board /since 1 September 2020/	EUR 5 600 /63%/	-	EUR 3 350 /37%/	EUR 8 950
<b>Total in 2020</b>	EUR 40 598 /91%/	-	EUR 4 030 /9%/	EUR 44 628

4. Total Remuneration of the Management Board and Council members

First name, last name, position	Total Remuneration			Total
	Fixed part	Variable part	Other payments	
Council	EUR 26 916	-	EUR 21 664	EUR 48 580
Management Board	EUR 40 598	-	EUR 4 031	EUR 44 629
Total in 2020	EUR 67 514	-	EUR 25 695	EUR 93 209
Full-time employee of an equivalent unit, average	EUR 11 411			

## FINAL INFORMATION

Remuneration of the Management Board and Council members corresponds to the Remuneration Policy approved by the shareholders' meeting.

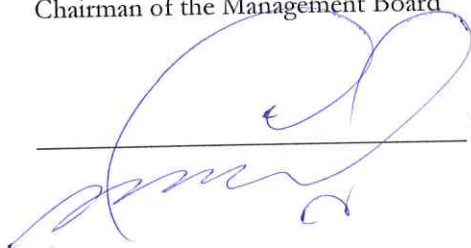
Payment (of the variable part and/or other payments) criteria, which are directly connected with Company's performance criteria, were not applied by determining the remuneration of the Management Board and Council in 2020.

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 and the circumstances when the Company would exercise the right to claim damages from the Council and the Management Board members.

Chairman of the Management Board



R. Zarāns