



AB „Linas“
REMUNERATION REPORT FOR THE YEAR 2020
(appendix to the consolidated annual report for 2020)

1. General information about the remuneration report.

The Remuneration Report (hereinafter – the Report) of AB “Linas” (hereinafter - the Company) has been prepared for the year 2020 in accordance with Article 23 section 3 of the Law on Financial Statements of Companies of the Republic of Lithuania.

The remuneration policy of collegial bodies and managers was approved by the Company's General Meeting of Shareholders on May 15, 2020.

The Remuneration Report is applied to Company’s director and managers and members of Supervisory Board and Board. In the Report is information about paid salaries to Company’s director and managers, and members of Supervisory Board and Board. The position of the Company's managers is the chief financial officer.

2. The Remuneration Report about paid salaries to Company’s director and managers, and members of Supervisory Board and Board

The salary paid to the Company's director and chief financial officer consists of the basic salary and an additional variable part of the salary.

	Salary components		Total, EUR
	Basic salary, EUR	Variable part of the salary, EUR	
Company's director	28,593	42,631	71,224
Company's chief financial officer	25,552	24,529	50,081

As provided in the Company's Remuneration Policy, the amount of the basic salary of the Company's director may not exceed 80 thousand Eur per year. The size of variable part of the salary cannot be greater than 80 thousand Eur per year. For the Company's chief financial officer, who is assigned to the Company's managers, each annual amount of the basic salary and the variable part of the salary may not exceed 50 thousand Eur.

The salary of the Company's director and chief financial officer was paid in accordance with the employment contract, and the additional variable part of the salary in accordance with the collective agreement, the procedure, scope and terms provided for in. No other property benefits

during 2020. The director and the chief financial officer did not receive, including the award of shares or other transactions in the favour of and interests of the managers.

The director and chief financial officer of the Company receive any salaries from the companies belonging to the group of companies.

The Company's Remuneration Policy defines that the remuneration of the members of the Supervisory Board and the Board may consist of a fixed remuneration and additional remuneration - bonuses. Fixed and additional remuneration may be paid only to independent members of the Supervisory Board and the Board.

The maximum amount of the fixed part of the remuneration for the members of the Supervisory Board and the Board may not exceed 36 thousand Eur per year for each. The amount of bonuses for all members of collegial bodies may not exceed 1/3 of the Company's share of profit intended for the payment of dividends. The share of the Company's profit allocated for bonuses by the decision of the shareholders is distributed to the members of the collegial bodies by the resolution of the Supervisory Board, taking into account the contribution of each member of the Supervisory Board and the Board in order to achieve the Company's goals.

2020 May 15 during the repeated general meeting of shareholders, distributing the 2019 the company's profits, no part of the profits was used to pay the bonuses.

In 2020, no remuneration was paid to the members of the Company's Supervisory Board and the Board from either the Company or the group of companies.

3. Final provisions of the remuneration report

The Report approved by the Board of the Company is submitted to the Ordinary Annual General Meeting of Shareholders, which makes a decision on the approval of the remuneration report.

The remuneration report for 2020 is part of the consolidated annual report and is made public in accordance with the procedure established by legal acts.