

**Remuneration Policy**  
**of**  
**the public joint-stock company INVL Baltic Farmland**

**1. Purpose and scope of Remuneration Policy**

- 1.1. Remuneration Policy (hereinafter – Remuneration Policy) of the public joint-stock company INVL Baltic Farmland (hereinafter – Company) was prepared taking into account the Company’s business strategy, long-term goals and interests and that in the long term implementation thereof and the success of the Company are greatly contributed by the Company’s management - the director and members of the Board (hereinafter - Executives), whose remuneration is one of the main means available to reconcile the interests of the Company and the Executives.
- 1.2. Remuneration Policy is prepared in order to:
- i) ensure a competitive remuneration of Executives, consistent with the financial performance of the Company;
  - ii) enhance Company’s transparency and accountability of the Executives and enable shareholders, potential investors and stakeholders to have a complete and reliable view of the remuneration of each Executive;
  - iii) avoid conflicts of interest and ensure proper implementation of the principles set out in this Remuneration Policy.
- 1.3. Remuneration Policy shall be applicable to the Executives.

**2. The procedure for the preparation, adoption and amendment of the Remuneration Policy**

- 2.1. The Remuneration Policy is concluded for a period of four years and is valid until the Annual General Meeting of Shareholders of the Company shall be held on the fourths year.
- 2.2. The draft Remuneration Policy (amendment thereto) is prepared by the Director of the Company. Shareholders who’s held shares carry more than 1/10 of the votes and the Board of the Company shall be entitled to initiate changes in the Remuneration Policy.
- 2.3. The Remuneration Policy (amendments thereto) shall be approved by the General Meeting of Shareholders of the Company. The Remuneration Policy shall be deemed approved when it is approved by a majority of at least of 2/3 of all the votes carried by the shares held by the shareholders attending at the General Meeting of the Company.
- 2.4. Where Executives (any of them) are also shareholders of the Company (representing the shareholders) attending the General Meeting of Shareholders where the issue of approval of the Remuneration Policy (amendments thereto) is discussed, this information shall be disclosed before the consideration of the said issue.
- 2.5. Upon approval of the Remuneration Policy, the remuneration of the Company’s Executives shall be paid only in accordance with the Remuneration Policy approved by the General Meeting of Shareholders of the Company.
- 2.6. If the General Meeting of Shareholders does not approve the proposed Remuneration Policy, the Company shall pay the remuneration to the Executives in accordance with the decisions of the relevant bodies granting the remuneration before the consideration of the Remuneration Policy, but such decisions cannot be changed until the Remuneration Policy is approved.
- 2.7. If the Remuneration Policy is approved and the changes to the Remuneration Policy proposed at the Company’s General Meeting of Shareholders (new Remuneration Policy) are not approved, the Company shall continue to pay remuneration to Executives in accordance with the existing approved Remuneration Policy and submit the revised policy to the next General Meeting of Shareholders of the Company.
- 2.8. The Company may deviate from the Remuneration Policy if such deviation from the Remuneration Policy is necessary to ensure the Company’s long-term interests and business continuity. Such deviations shall

be immediately announced in the same manner as the Remuneration Policy itself. If the Company is unable to apply the Remuneration Policy for more than 6 months, the Director of the Company shall review the Remuneration Policy taking into account the changed conditions, prepare the draft revised policy, submit to the Board of the Company to review and, upon approval of the Company Board, convene the General Meeting of Shareholders of the Company to which the amended Remuneration Policy shall be submitted for approval.

- 2.9. The Remuneration Policy (any amendments or supplements thereto) together with the date and voting results of the General Meeting of Shareholders approving the Remuneration Policy shall be made public on the Company's website without delay after the approval of the Remuneration Policy at the General Meeting of Shareholders.
- 2.10. The Director of the Company is responsible for the preparation of the Remuneration Policy. The Board of the Company shall be responsible for the ongoing review of the Remuneration Policy and implementation of its provisions.
- 2.11. When amending the Remuneration Policy, the Board along with the amendments shall submit to the General Meeting of Shareholders (i) descriptions and explanations of significant changes in the Remuneration Policy; (ii) if the Remuneration Policy being amended has already been discussed at the General Meeting of Shareholders but not approved, - the arguments specified in the resolution of the General Meeting of Shareholders; and (iii) all remuneration reports approved after the last vote on the Remuneration Policy of the Company's General Meeting.

### **3. The structure of Executives' remuneration**

- 3.1. The fixed remuneration is paid to the Director of the Company. A fixed remuneration is a monthly salary based on an employment contract. The remuneration of the Director of the Company shall be determined by the decision of the Company Board, which shall take into consideration the contribution of the Director to the achievement of the Company's goals and workload.
- 3.2. Independent member of the Board of the Company is paid a fixed remuneration determined by the decision of the General Meeting of Shareholders of the Company. No remuneration is paid to other members of the Company's Board.
- 3.3. The members of the Board of the Company may be paid up with annual bonuses, which shall be granted by the decision of the General Meeting of Shareholders of the Company in accordance with the procedure established by legal acts and appointment thereof shall be disclosed in the consolidated annual report of the Company. Upon the decision of the General Meeting of Shareholders regarding payment of annual bonuses, the part of annual bonus of a particular member of the Board shall be determined by the decision of the Board taking into account the contribution of a particular member of the Board to the Company's activity.
- 3.4. The Company shall not apply deferral of the remuneration payment and shall not use the opportunity to reclaim variable part of the remuneration.
- 3.5. Executives do not receive any indirect benefit from the Company, nor they are granted stock options to the Company.
- 3.6. Executives do not receive remuneration that depends on the financial and non-financial performance of the Company.
- 3.7. An employment contract of indefinite duration shall be concluded with the Director of the Company. The employment contract does not contain any supplementary pension or early retirement arrangements, termination clauses and payments related to termination do not differ from those provided by existing legal acts.
- 3.8. A contract for the independent Board member's activities in the Company's Board is concluded with the Company's independent Board member. This contract does not contain any agreements regarding additional pensions or early retirement provisions. This agreement is valid until the independent Board

member ceases to serve as an independent Board member of the Company (regardless of the reasons for ceasing to serve as an independent Board member of the Company).

- 3.9. There are no contracts concluded with other members of the Board of the Company on the basis of which they perform their duties. The members of the Board shall be appointed and / or revoked for the term provided for in the Articles of Association of the Company.

#### **4. Remuneration report**

- 4.1. Upon the end of the financial year, the Company prepares a remuneration report detailing the remuneration of the Executives, including any bonuses of any kind not provided for in the Remuneration Policy, granted for the last financial year. Remuneration report is presented to the Company's Annual General Meeting of Shareholders.
- 4.2. The remuneration report shall contain the following information regarding each individual Executives's remuneration:
- 4.2.1. the total remuneration split out by component, the relative proportion of fixed and variable remuneration, an explanation how the total remuneration complies with the adopted Remuneration Policy, including how it contributes to the long-term performance of the Company, and information on how the performance criteria were applied;
  - 4.2.2. the annual change of remuneration, of the performance of the Company, and of average remuneration on a full-time equivalent basis of employees of the Company, if there are any other employees other than directors, over at least the five most recent financial years, presented together in a manner which permits comparison;
  - 4.2.3. any remuneration received from any undertaking more than 50 percent of shares of which is owned by the Company;
  - 4.2.4. information on any deviations from the implementation of the Remuneration Policy.
- 4.3. Shareholders attending the Annual General Meeting of Shareholders to which the remuneration report is submitted shall have the right to submit their comment. The Company shall explain in the following remuneration report how the comments submitted by the shareholders has been taken into account.
- 4.4. In order to provide shareholders with easy access to the remuneration report and potential investors and stakeholders to access the remuneration information of the Executives, the Company's remuneration report shall be made publicly available on the Company's website at <https://invlbalticfarmland.com/en/investor-relations/financial-information-and-reports/> after the General Meeting.
- 4.5. The Company does not include in the remuneration report special categories of personal data of individual Executive (within the meaning of Article 9(1) of Regulation (EU) 2016/679 of the European Parliament and of the Council) or personal data which refer to the family situation of individual Executive. The Company shall process the personal data of Executives included in the remuneration report for the purpose of increasing corporate transparency as regards Executives' remuneration with the view to enhancing Executives' accountability and shareholders oversight over Executives' remuneration.
- 4.6. The Company shall keep the personal data of the Executives' included in the remuneration report for a maximum of ten years from the date of publication of the remuneration report. After the expiry of the ten-year period, the Company shall remove all personal data from the remuneration report and shall no longer publish the entire remuneration report.