

APPROVED:
By Resolution No. __
Dated __ 2021
of AB Linas Agro Group

AB Linas Agro Group

Remuneration Report

For the 12(twelve)-month period ended on 30 June 2021

This Remuneration Report (hereinafter referred to as 'the Remuneration Report') of AB Linas Agro Group (hereinafter referred to as 'the Company') provides information on the Company's compliance with the requirements and guidelines of the Company's Remuneration Policy (hereinafter referred to as 'the Remuneration Policy') approved by the Ordinary General Meeting of Shareholders on 23 November 2020 in determining the remuneration of the Chief Executive Officer (hereinafter referred to as 'the CEO') and the members of the Board (hereinafter referred to as 'the Board') of the Company in the financial year 2020-2021.

Conclusion: no deviations were recorded in the implementation of the Remuneration Policy during the reporting period.

Remuneration of the members of the Board of the Company

For the financial year 2020-2021

All members of the Board of the Company were employees of the Company or of the enterprises controlled by the Company, there were no changes in the ranks of the members of the Board and no independent members of the Board during the reporting period. Based on the provisions of the current Remuneration Policy, the Company did not pay any additional benefits for their work as members of the Board during the reporting period, and the remuneration they received was defined by respective employment contracts. Although the Remuneration Policy of the Company provides for the possibility to pay bonuses and grant Company shares or share options (according to AB Linas Agro Group Rules for Granting Shares approved by the General Meeting of Shareholders of the Company), no such bonuses/benefits were granted during the reporting period.

Member of the Board	Dependent/ Independent	Remuneration for Carrying Out Duties of a Member of the Board (EUR)	Bonuses	Granting Company shares or Share Options	Notes
Member 1 Member 2 Member 3 Member 4 Member 5	Employee of the Group Employee of the Group Employee of the Group Employee of the Group Employee of the Group	Not Allocated	Not Allocated	Not Allocated	Remuneration is Paid on the Basis of the Employment Contracts with the Respective Companies of the Group
Member 6	Employee of the Group				
Member 7	Resigned on 3 September 2019	-	-	-	-

During the reporting period, no loans, guarantees and sureties were provided to the members of the Board to secure the fulfilment of their obligations, nor were any assets transferred. There are no separate agreements between the Company and the members of the Board providing for compensation in the event of their resignation or dismissal without a valid reason.

Remuneration of Managing Director of the Company

For the financial year 2020-2021

During the reporting period, the Managing Director of the Company whose employment contract is of an indefinite duration did not change. The Remuneration Policy of the Company stipulates that **the remuneration of CEO consists of a fixed and a variable part, and that the Company's shares or share options may be granted as well**. The fixed part is determined and approved by the Board and paid in accordance with the rules in force in the Company. The variable part of the remuneration is paid at the end of the financial year by the decision of the Board, taking into account the approved strategy, as well as the implementation of the set financial and non-financial goals. To acknowledge a work well-done, the performance of an important project, ensuring the implementation of the Company's strategy, an incentive payment may be granted to CEO on the Board's initiative (optional). The Company also provides for the possibility of granting other benefits to CEO (e.g., the right to the Company's car, wellness and medical services, pension plans, etc.), which depends on the market conditions and may be subject to change.

Manager	Remuneration Assigned to the Position of CEO, EUR		Other Benefits, EUR	Granting Company Shares or Share Options	Incentive Payments
Managing Director (percentage)	Fixed part	Variable part	7,501	Not allocated	Not allocated
	140,454	0			
	100%	0%			

There are no separate agreements between the Company and the Managing Director providing for compensation in the event of his resignation or dismissal without a valid reason. In case of termination of employment, either voluntarily or on the initiative of the Company, the compensation amount is not determined, however, it may not exceed the amount equal to 24 fixed salaries. Other terms and conditions are determined in accordance with the applicable legal acts.

The Company's Remuneration Policy provides for the possibility to recover the variable part of the remuneration by the respective decision of the Board within 12 months from the appointment, if it turns out that such a variable part was assigned based on misleading or false information provided by the Managing Director. No such recovery was initiated during the reporting period.

Correlation between Changes in Annual Salary and Performance of the Company and Enterprises Controlled by the Company

Financial Year	Average Monthly Salary*, EUR			Group's Sales Volume, in Tons	Group's Revenue, TEUR	EBITDA of the Group, TEUR	Group's Net Profit, TEUR
	Managers	Specialists	Workers				
2018/2019	3,276	1,296	1,180	2,529,980	742,541	5,578	(4,830)
2019/2020 (change,%)	5,087 (+55%)	2,200 (+70%)	1,166 (-1%)	2,23,808	657,700	25,923	10,004
2020/2021 (change,%)	5,211 (+24%)	2,010 (-9%)	922 (-21%)	3,155,329	942,442	35,099	15,297

* Average monthly salary before taxes

Managers include top and middle managers.

The average monthly salary of workers and specialists has decreased due to the difficult situation in the poultry sector and the consequent reduction in wages in poultry companies.