



Rokiškio sūris, AB

REMUNERATION REPORT FOR THE YEAR 2023

(appendix to the consolidated annual report for 2023)

AB Rokiškio sūris (hereinafter - the Company) Remuneration Report for 2021 (hereinafter - the Report) was prepared and approved in accordance with the procedure provided for in the Law on Companies of the Republic of Lithuania and the provisions of Article 23³ of the Law on Financial Statements of Companies of the Republic of Lithuania.

The remuneration policy was approved by the Company's General Meeting of Shareholders on April 30, 2020.

The Company's remuneration policy applies to the Company's management (the Company's director and members of the Board). The 2023 Report provides information on the remuneration paid to the Company's CEO and members of the Company's Board.

Director Dalius Trumpa

Members of the Board

Antanas Trumpa
Darius Norkus
Paul M Campbell
Ramūnas Vanagas
Jonas Vaičaitis
Thomas Jan de Bruijn

Report on the remuneration paid to the Company's manager in 2023

The remuneration paid to the head (director) of the Company consists of one or more parts belonging to the financial and non-financial performance - the basic salary, the additional variable part of the salary (incentive fund), bonuses and material benefits.

Remuneration paid to the Company's manager during 2023:

	Salary components (EUR)			
	Basic-fixed salary	Variable part of the salary - incentive fund	Bonuses	Financial allowance
Head of the company	22,744	7,628	-	-

As provided in the Company's Remuneration Policy, the amount of the Director's basic monthly salary may not exceed five average monthly salaries of the Company's employees for the previous financial year. The incentive fund directly depends on the Company's financial performance. Its amount may not exceed 100% of the basic monthly salary. The amount of bonuses may not exceed the average bonuses per board member awarded for the previous year.

No agreements on supplementary pensions or early retirement conditions have been concluded with the Company's manager, the conditions of termination of the employment contract have not been changed, and the payments related to the termination of the employment contract do not differ from those provided for in the applicable legal acts.

The head of the Company did not receive any indirect benefit from the Company and was not granted stock options of the Company.

No deferral of remuneration was applied to the head of the company and the opportunity to recover the variable part of the remuneration was not used.

Information on the remuneration paid to the Company's manager in 2023 from companies that belong to a group of companies, as defined in the Law on Consolidated Financial Statements of Groups of Companies of the Republic of Lithuania:

	Salary components (EUR)			
	Basic-fixed salary	Variable part of the salary - incentive fund	Bonuses	Financial allowance
Head of the company	10,950	6,192	-	-

The remuneration paid to the Company's manager in 2023 complied with the approved provisions of the Remuneration Policy.

Report on the remuneration paid to the members of the Board of the Company in 2023

No agreements have been concluded with the members of the Board of the Company on the basis of which they perform their duties.

The members of the Board of the Company are paid only bonuses, which are granted in accordance with the procedure established by legal acts by the decision of the General Meeting of Shareholders of the Company, and the allocation of which is disclosed in the consolidated annual report of the Company.

Bonuses are awarded and paid to the members of the Board for successful performance of the Company. The share of the Company's profit allocated for the payment of bonuses may not exceed 1/3 of the Company's share of the profit intended for the payment of dividends.

The General Meeting of Shareholders held on 28 April 2023, when distributing the company's profit for 2022, granted the members of the Board of Directors tantjemes amounting to EUR 30 thousand

No variable remuneration or bonus was paid to the members of the Board of the Company. Remuneration was not paid to the members of the Board when granting the Company's shares.

No remuneration was paid to the members of the Board of the Company from companies that belong to a group of companies as defined in the Law on Consolidated Financial Statements of Groups of Companies of the Republic of Lithuania.

Information on changes in the results of AB Rokiškio sūris group and the calculated average remuneration for the employees of the company group, who are not members of the management bodies, during the last 5 financial years:

Year	Net profit (kEur)	Average monthly salary (Eur)
2023	15 073	2 150
<i>(change %)</i>	20.45	15.59
2022	12,514	1,860
<i>(change %)</i>	2.162,93	35.57
2021	553	1,372
<i>(change %)</i>	-86,38	6,36
2020	4,061	1,290
<i>(change %)</i>	-0.98	6.17
2019	4,101	1,215
<i>(change %)</i>	113.82	2.27