

The Remuneration Report of Joint Stock Company "Latvijas Jūras medicīnas centrs"
for 2024

Rīga, 2025

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Introduction

The Remuneration Report of Joint Stock Company "Latvijas Jūras medicīnas centrs" (hereinafter – the Company) for 2024 is prepared according to the remuneration policy to members of the Board and Council approved by the decision of the Company's Shareholders Meeting of 30 November 2020, which is developed on the basis of Directive (EU) 2017/828 of the European Parliament and of the Council of 17 May 2017 as regards the encouragement of long-term shareholder engagement, as well as according to Article 59³ of the Financial Instrument Market Law, which introduces the directive.

The Remuneration Report is prepared by the Board and reviewed by the Council of the Company. The Remuneration Report is reviewed and approved by the Shareholders' Meeting alongside other parts of the Annual Report. According to the Audit Services Law of the Republic of Latvia, a sworn auditor is under the obligation to provide an opinion on whether the information referred to in Section 59.⁴ of the Financial Instrument Market Law has been included in the Remuneration Report and whether significant non-conformities have been established in the Remuneration Report in relation to the financial information presented in the Annual Report.

The Remuneration Report is published concurrently with the audited annual report of the Company as a separate part of the annual report in Latvian and English on the Company's website: in section "Remuneration Report", as well as on the Nasdaq Riga website: <http://www.nasdaqbaltic.com>.

Remuneration to the Board and Council

The remuneration policy of the Board and Council ensures that in 2024 the Company's strategy, realization of long-term interests and sustainability, ensuring business continuity, is implemented.

Remuneration to the members of the Council consists only of fixed component of remuneration. In 2024, the following total remuneration was granted and paid to the members of the Council:

Name, surname	Position	Remuneration paid in 2024, EUR	Remuneration paid in 2023, EUR
Mārtiņš Birks	Chairman of the Council	10 800	10 800
Ineta Gadzjus	Member of the Council	6 300	6 300
Viesturs Šiliņš	Member of the Council	6 300	6 300
Jevgēnijs Kalējs	Member of the Council	6 300	6 300
Uldis Osis	Member of the Council	6 300	6 300

Name, surname	Position	Remuneration paid in 2022, EUR	Remuneration paid in 2021, EUR	Remuneration paid in 2020, EUR
Mārtiņš Birks	Chairman of the Council	9 649.79	8 195.76	8 195.76
Ineta Gadzjus	Member of the Council	5 629.07	4 780.92	4 780.92
Viesturs Šiliņš	Member of the Council	5 629.07	4 780.92	4 780.92
Jevgēnijs Kalējs	Member of the Council	5 629.07	4 780.92	4 780.92
Uldis Osis	Member of the Council	5 629.07	4 780.92	4 780.92

Remuneration to the members of the Board consists of a fixed and variable component of remuneration. In 2024, the following total remuneration was granted and paid to the members of the Board:

Name, surname	Position	Remuneration paid in 2024, EUR	Fixed part of remuneration, %	Variable part of remuneration, %
Jānis Birks	Chairman of the Board	97 899	28.84 %	71.16 %
Juris Imaks	Member of the Board	66 862	30.28 %	69.72 %
Anatolijs Ahmetovs	Member of the Board (until 02.05.2024)	25 388	55.61 %	44.39 %
Sergejs Zadorožnijs	Member of the Board (from 22.10.2024)	11 928	58.19 %	41.81 %

Name, surname	Position	Remuneration paid in 2023, EUR	Fixed part of remuneration, %	Variable part of remuneration, %
Jānis Birks	Chairman of the Board	80 240	31.84 %	68.16 %
Juris Imaks	Member of the Board	60 513	32.09 %	67.91 %
Anatolijs Ahmetovs	Member of the Board	47 791	46.43 %	53.57 %

Name, surname	Position	Remuneration paid in 2022, EUR	Fixed part of remuneration, %	Variable part of remuneration, %
Jānis Birks	Chairman of the Board	90 547	39.97 %	60.03 %
Juris Imaks	Member of the Board	69 218	37.28 %	62.72 %

Anatolijs Ahmetovs	Member of the Board	54 719	47.97 %	52.03 %
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Name, surname	Position	Remuneration paid in 2021, EUR	Fixed part of remuneration, %	Variable part of remuneration, %
Jānis Birks	Chairman of the Board	67 445	30.45 %	69.55 %
Juris Imaks	Member of the Board	59 028	31.70 %	68.30 %
Anatolijs Ahmetovs	Member of the Board	48 477	47.20 %	52.80 %

Name, surname	Position	Remuneration paid in 2020, EUR	Fixed part of remuneration, %	Variable part of remuneration, %
Jānis Birks	Chairman of the Board	74 315	29.74 %	70.26 %
Juris Imaks	Member of the Board	49 309	35.40 %	64.60 %
Anatolijs Ahmetovs	Member of the Board	42 000	48.82 %	51.18 %

Company performance, EUR	2024	2023	2022	2021	2020
Net sales	10 188 739	9 850 753	9 700 898	9 363 852	7 080 939
Profit or loss before corporate income tax	185 774	(636 758)	626 333	880 904	274 617
Profit or loss of the reporting year	185 162	(637 647)	625 729	880 259	273 555

As the variable part of remuneration is linked to net sales, it works as an incentive for the Board to drive the Company's growth.

Shares or share options were not granted and offered to members of the Board and Council.

No variable part of remuneration was reclaimed from members of the Board and Council.

There were no cases of applying temporary derogations from the remuneration policy.

Section 59⁴, paragraph one, point 3 of the Financial Instrument Market Law requires to report, in a comparable manner, changes that took place in the last five financial years in remuneration paid to members of the Board and Council, performance of the company and average remuneration on a full-time equivalent basis of employees of the company other than members of the Board and Council.

In accordance with Paragraph 66 of the Transitional Provisions of the Financial Instrument Market Law, a comparison of the changes referred to in Section 59⁴, paragraph one, Clause 3 of the Law is provided for at least the period of the last five financial years beginning not later than 1 January 2020.

Year	2020	2021	2022	2023	2024
Average salary (full-time employees)	13 717	16 756	16 270	17 277	18 111

Remuneration to the Board and Council has not changed significantly during the last 5 years, performance of the company matches its strategic goals, average remuneration on a full-time equivalent basis of employees of the company has increased in line with the overall trends of the labour market.