

Corporate governance report

I INTRODUCTION

Joint Stock Company Latvijas kuģniecība Corporate Governance Report for 2009 (hereinafter the Report) has been prepared in compliance with Article 56.² of Law on Financial instruments market, Article 15.14 of NASDAQ OMX Riga Rules on Listing and Trading of Financial Instruments on the Markets Regulated by the Exchange and Corporate Governance Principles and Recommendations on their Implementation issued by the NASDAQ OMX Riga on July, 2008. The Report has been prepared by Joint Stock Company Latvijas kuģniecība (hereinafter Latvian Shipping Company or Company) Board and reviewed by Latvian Shipping Company Council.

The Report discloses the information on the compliance with the corporate governance principles in 2009 based on the “comply or explain” principle as recommended in the Corporate Governance Principles and Recommendations on their Implementation issued by the NASDAQ OMX Riga. In 2009 Latvian Shipping Company complied in fact with all of the corporate governance principles, except some formal nuances, referred to in the Corporate Governance Principles and Recommendations on their Implementation issued by the NASDAQ OMX Riga.

Information mentioned in the Article 56.² Par Two Clause 5. and 7. and Article 56.¹ Par One Clauses 3., 4., 6., 8. and 9 of Law on Financial instruments market are provided in the Consolidated Annual Report of Latvian Shipping Company, which is published on Latvian Shipping Company website www.lk.lv.

The Report has been submitted to the Riga Stock Exchange together with Latvian Shipping Company Annual Report for 2009, as well as published on Latvian Shipping Company website www.lk.lv.



Imants Sarmulis
Chairman of the Board
Joint Stock Company Latvian Shipping Company
Riga, 3 December 2010

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II PRINCIPLES OF GOOD CORPORATE GOVERNANCE

A. SHAREHOLDERS' MEETING

Shareholders realize their right to participate in the management of the Issuer at shareholders' meetings. In compliance with legal acts the Issuers shall call the annual shareholders' meeting as minimum once a year. Extraordinary shareholders' meetings shall be called as required.

1. Ensuring shareholders' rights and participation at shareholders' meetings

The Issuers shall ensure equal attitude towards all the shareholders – holders of one category of shares. All shareholders shall have equal rights to participate in the management of the Issuer – to participate at shareholders' meetings and receive information that shareholders need in order to make decisions.

- 1.1. It shall be important to ensure that all the holders of shares of one category have also equal rights, including the right to receive a share of the Issuer's profit as dividends or in another way in proportion to the number of the shares owned by them if such right is stipulated for the shares owned by them.

According to the Articles of Association Latvian Shipping Company has issued 200 000 000 (two hundred million) dematerialized bearer shares. The nominal value of each share is 1 LVL (one lat). All shares are of the same category and have rights to receive dividends, liquidation quota and voting rights at the shareholders' meeting; therefore, Latvian Shipping Company applies this best practice provision.

- 1.2. The Issuer shall prepare a policy for the division of profit. In the preparation of the policy, it is recommended to take into account not only the provision of immediate benefit for the Issuer's shareholders by paying dividends to them but also the expediency of profit reinvesting, which would increase the value of the Issuer in future. It is recommended to discuss the policy of profit division at a shareholders' meeting thus ensuring that as possibly larger a number of shareholders have the possibility to acquaint themselves with it and to express their opinion on it. The Report shall specify where the Issuer's profit distribution policy is made available.

According to the Commercial law Latvian Shipping Company Shareholders' meeting makes a decision on the payment of dividends. According to the "Joint Stock Company "Latvian Shipping Company" Strategy till 2015", the strategic goal of Latvian Shipping Company is to ensure the growth of the company's value through increasing Latvian Shipping Company Group's equity and retaining the Group's position among the world's top ten handy-size and middle-range tanker owners at the same time preserving its leading position in the North European market. Such a main strategic goal indicates the necessity to reinvest the Group's profit in the development of Latvian Shipping Company Group, thus increasing the value of Latvian Shipping Company in future. In order to comply with requirements the Commercial law of the competency of management and supervisory instructions, "Joint Stock Company "Latvian Shipping Company" Strategy till 2015" has been approved by the Board with acceptance from the Council of Latvian Shipping Company. Information about this document is published on Latvian Shipping Company website on internet; therefore, Latvian Shipping Company applies this best practice provision.

- 1.3. In order to protect the Issuer's shareholders' interest to a sufficient extent, not only the Issuers but also any other persons who in compliance with the procedure stipulated in legislative acts call, announce and organize a shareholders' meeting are asked to comply with all the issues referred to in these Recommendations in relation to calling shareholders' meetings and provision of shareholders with the required information.

Latvian Shipping Company complies with all the issues referred to in these Recommendations in relation to calling shareholders' meetings and provision of shareholders with the required information, as well as invites other persons who in compliance with the procedure stipulated in legislative acts call, announce and organise a shareholders' meeting to comply with them; therefore, Latvian Shipping Company applies this best practice provision.

- 1.4. Shareholders of the Issuers shall be provided with the possibility to receive in due time and regularly all the required information on the relevant Issuer, participate at meetings and vote on agenda issues. The Issuers shall carry out all the possible activities to achieve that as many as possible shareholders participate at meetings; therefore, the time and place of a meeting should not restrict the attendance of a meeting by shareholders. Therefore, it should not be admissible to change the time and place of an announced shareholders' meeting shortly before the meeting, which thus would hinder or even make it impossible for shareholders to attend the meeting.

Latvian Shipping Company discloses information according to the Law on Financial Instruments Market and the rules issued by "NASDAQ OMX Riga". Latvian Shipping Company announces the general meetings of shareholders at least 30 days advance, at first publishing

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relevant information in Latvian and English at the central storage of regulated information, internet home page of "NASDAQ OMX Riga" and Latvian Shipping Company and then publishing relevant notifications about calling up the general meetings of shareholders at newspapers "Latvijas Vēstnesis" and "Neatkarīgā Rīta Avīze", as well as by sending the information to Latvian Central Depository, which then transmits the information further to financial instruments account operators.

In the notification about calling up the general meetings of shareholders the following information is included:

- 1) the firm name and legal address of the company;
- 2) the place and time of the meeting;
- 3) the type of the meeting (annual or extraordinary);
- 4) the institution, which calls up the meeting;
- 5) the actions, which have to be performed by the shareholders till the meeting in order to participate and vote;
- 6) the agenda;
- 7) the place and time, where and when shareholders can get acquainted with draft decisions on the items of the agenda; as well as other items to be reviewed at the meeting;
- 8) the total amount of shares with voting rights.

Latvian Shipping Company provides every person, who is entitled to vote at the general meetings of shareholders, with the notification about calling up the general meetings of shareholders, form of power of attorney in computerized way, and ensures that form of power of attorney is available at internet home page of Latvian Shipping Company also after the notification about calling up the general meetings of shareholders is given. According to the Commercial law shareholders who represent at least one twentieth from the company's share capital have rights to within 7 days after publication of the notification to ask the institution which calls up the meeting, to include an additional item in the agenda of the meeting. Latvian Shipping Company notifies about inclusion of the additional item in the agenda of the meeting at least 14 days before the meeting by firstly publishing relevant information in Latvian and English at the central storage of regulated information, internet home page of "NASDAQ OMX Riga" and Latvian Shipping Company and then publishing relevant notifications about inclusion of the additional item in the agenda of the meeting at newspapers "Latvijas Vēstnesis" and "Neatkarīgā Rīta Avīze", as well as sending the information to Latvian Central Depository, which then transmits the information further to financial instruments account operators.

The draft decisions of the shareholders meeting are available at least 14 days before the shareholders meeting at first publishing then in Latvian and English at the central storage of regulated information and then at internet home page of "NASDAQ OMX Riga". If at the shareholders meeting it is planned to make decision about amendments in the constitutive documents of the company, the draft amendments in Latvian and English are distributed at least 30 days before the meeting by publishing relevant information in Latvian and English at the central storage of regulated information and internet home page of "NASDAQ OMX Riga". Latvian Shipping Company invites shareholders in due time to submit and include in the draft decisions shareholders proposals for election of members of the Council and the audit committee, as well as other proposals of shareholders, if received. Additionally, according to the Commercial law, if shareholder at least seven days before shareholders meeting submit to the Board written request, the Board no later than three days before the shareholders meeting provides him all the requested information about items of the agenda.

Latvian Shipping Company considers that until now the time and place of the shareholders meetings has not restricted the attendance of a meeting by shareholders, as the time and place of the meetings are chosen considering predictable amount of shareholders, which could attend the meeting. If Latvian Shipping Company would decide to change the time and place of the announced shareholders meeting it would be published in due time (at least 14 days before the shareholders meeting); therefore, Latvian Shipping Company applies this best practice provision.

In order to ensure smooth process of shareholders' registration for the meeting and in due time solve possible problem situations, Latvian Shipping Company has determined that shareholders of Latvian Shipping Company shall inform the Management Board of Latvian Shipping Company about the representatives and authorised persons of shareholders who shall participate in the meeting, by submitting copies of the power of attorneys or the documents certifying the authorisation at least 5 (five) days before the day of shareholders' meeting.

In the future when convoking the shareholders meetings, Latvian Shipping Company will comply with amendments made in the Financial instruments market law regarding the introduction of Directive 2007/36/EC of the European Parliament and of the Council of 11 July 2007 on the exercise of certain rights of shareholders in listed companies".

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1.5. The Issuers shall inform their shareholders on calling a shareholders' meeting by publishing a notice in compliance with the procedure and the time limits set forth in legislative acts. The Issuers are asked to announce the shareholders' meeting as soon as the decision on calling the shareholders' meeting has been taken; in particular, this condition applies to extraordinary shareholders' meetings. The information on calling a shareholders' meeting shall be published also on the Issuer's website on the Internet, where it should be published also at least in one foreign language. It is recommended to use the English language as the said other language so that the website could be used also by foreign investors. When publishing information on calling a shareholders' meeting, also the initiator of calling the meeting shall be specified.

See explanation for Clause 1.4. Latvian Shipping Company applies this best practice provision.

1.6. The Issuer shall ensure that complete information on the course and time of the meeting, the voting on decisions to be adopted, as well as the agenda and draft decisions on which it is planned to vote at the meeting is available in due time to the shareholders. The Issuers shall also inform the shareholders whom they can address to receive answers to any questions on the arrangements for the shareholders' meeting and the agenda issues and ensure that the required additional information is provided to the shareholders.

See explanation for Clause 1.4. Latvian Shipping Company applies this best practice provision.

1.7. The Issuer shall ensure that at least 14 (fourteen) days prior to the meeting the shareholders have the possibility to acquaint themselves with the draft decisions on the issues to be dealt with at the meeting, including those that have been submitted additionally already after the announcement on calling the meeting. The Issuer shall ensure the possibility to read a complete text of draft decisions, especially if they apply to voting on amendments to the Issuer's statutes, election of the Issuer's officials, determination of their remuneration, division of the Issuer's profit and other issues.

See explanation for Clause 1.4. Latvian Shipping Company applies this best practice provision.

1.8. In no way may the Issuers restrict the right of shareholders to nominate representatives of the shareholders for Council elections. The candidates to the Council and candidates to other offices shall be nominated in due time so that the information on the said persons would be available to the shareholders to the extent as stipulated in Clause 1.9 of this Section as minimum 14 (fourteen) days prior to the shareholders' meeting.

See explanation for Clause 1.4. Latvian Shipping Company applies this best practice provision.

1.9. Especially, attention should be paid that the shareholders at least 14 (fourteen) days prior to the shareholders' meeting have the possibility to acquaint themselves with information on Council member candidates and audit committee member candidates whose approval is planned at the meeting. When disclosing the said information, also a short personal biography of the candidates shall be published.

See explanation for Clause 1.4. Latvian Shipping Company applies this best practice provision.

1.10. The Issuer may not restrict the right of shareholders to consult among them during a shareholders' meeting if it is required in order to adopt a decision or to make clear some issue.

Latvian Shipping Company does not restrict the right of shareholders to consult among themselves during a shareholders' meeting if it is required in order to adopt a decision or to make clear some issue; therefore, Latvian Shipping Company applies this best practice provision.

1.11. To provide shareholders with complete information on the course of the shareholders' meeting, the Issuer shall prepare the regulations on the course of shareholders' meeting, in which the agenda of shareholders' meeting and the procedure for solving any organizational issues connected with the shareholders' meeting (e.g., registration of meeting participants, the procedure for the adoption of decisions on the issues to be dealt with at the meeting, the Issuer's actions in case any of the issues on the agenda is not dealt with, if it is impossible to adopt a decision etc.). The procedures adopted by the Issuer in relation to participation in voting shall be easy to implement.

In order to ensure smooth process of shareholders' registration for the meeting and in due time solve possible problem situations, Latvian Shipping Company has determined that shareholders of Latvian Shipping Company shall inform the Management Board of Latvian Shipping Company about the representatives and authorised persons of shareholders who shall participate in the meeting, by submitting copies of the power of attorneys or the documents certifying the authorisation at least 5 (five) days before the day of shareholders' meeting.

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At the shareholders meetings of Latvian Shipping Company the chairman of the meeting which is elected according to the Commercial law, suggests to determine the regulations for the discussions and decision making during the shareholders' meeting which is in force only in case the shareholders meeting approves them with majority of votes; therefore, Latvian Shipping Company applies this best practice provision.

1.12. The Issuer shall ensure that during the shareholders' meeting the shareholders have the possibility to ask questions to the candidates to be elected at the shareholders' meeting and other attending representatives of the Issuer. The Issuer shall have the right to set reasonable restrictions on questions, for example, excluding the possibility that one shareholder uses up the total time provided for asking of questions and setting a time limit of speeches.

See explanation for Clause 1.11. Latvian Shipping Company applies this best practice provision.

1.13. Since, if a long break of meeting is set, the right of shareholders to dispose of freely with their shares is hindered for an undetermined time period, it shall not be recommended to announce a break during a shareholders' meeting. The conditions upon which it is possible to announce a break shall be stipulated also in the regulations on the course of meeting. A break of meeting may be a lunch break, a short break (up to 30 minutes) etc.

See explanation for Clause 1.11. Latvian Shipping Company applies this best practice provision.

1.14. When entering the course and contents of discussions on the agenda issues to be dealt with at the shareholders' meeting in the minutes of shareholders' meeting, the chairperson of the meeting shall ensure that, in case any meeting participant requires it, particular debates are reflected in the minutes or that shareholder proposal or questions are appended thereto in written form.

At the shareholders meetings of Latvian Shipping Company the secretary (recorder) takes minutes of the meeting, in the minutes the following is included:

- 1) the firm name of the company;*
- 2) the institution, which called up the meeting and time, when notification about calling up the shareholders meeting was published;*
- 3) the place and time of the shareholders meeting;*
- 4) the amount of subscribed share capital, paid-up share capital and share capital with voting rights;*
- 5) the represented share capital and represented shares with voting rights;*
- 6) the name and surname of the chairman of the meeting, secretary, vote counters and shareholders, who are entitled to approve that the minutes of the meeting are correct;*
- 7) the agenda of the meeting;*
- 8) the process and scope of the discussion of the items of the agenda;*
- 9) the decisions made, specifying votes submitted "for" and "against" each decision;*
- 10) the objections of members of Council, Board, auditor, liquidator or shareholders.*

The minutes of the meeting are signed by the chairman of the meeting, secretary and at least two shareholders, who are entitled to approve that the minutes of the meeting are correct. The list of shareholders and the documents related to the meeting are attached to the minutes; therefore, Latvian Shipping Company applies this best practice provision.

In the future when calling up the shareholders meetings Latvian Shipping Company will respect amendments made in the Financial instrument market law related to the introduction of "Directive 2007/36/EC of the European Parliament and of the Council of 11 July 2007 on the exercise of certain rights of shareholders in listed companies".

2. Participation of members and member candidates of the Issuer's management institutions at shareholders' meetings

Shareholders' meetings shall be attended by the Issuer's Board members, auditors, and as possibly many Council members.

The attendance of members of the Issuer's management institutions and auditor at shareholders' meetings shall be necessary to ensure information exchange between the Issuer's shareholders and members of management institutions as well as to fulfill the right of shareholders to receive answers from competent persons to the questions submitted. The attendance of the auditor shall not be mandatory at shareholders' meetings at which issues connected with the finances of the Issuer are not dealt with. By using the right to ask questions shareholders have the possibility to obtain information on the circumstances that might affect the evaluation of the financial report and the financial situation of the Issuer.

Latvian Shipping Company members of the Board, auditor as well as members of the Council participates in the shareholders meetings; therefore, Latvian Shipping Company applies this best practice provision.

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2.1. Shareholders' meetings shall be attended by the Issuer's official candidates whose election is planned at the meeting. This shall in particular apply to Council members. If a Council member candidate or auditor candidate is unable to attend the shareholders' meeting due to an important reason, then it shall be admissible that this person does not attend the shareholders' meeting. In this case, all the substantial information on the candidate shall be disclosed before the shareholders' meeting.

Latvian Shipping Company invites to participate at the shareholders meetings official candidates whose election is planned at the meeting. If a Council member candidate or auditor candidate is unable to attend the shareholders' meeting due to an important reason, Latvian Shipping Company at its best effort discloses all the substantial information on the candidate before the shareholders' meeting; therefore, Latvian Shipping Company applies this best practice provision.

2.2. During shareholders' meetings, the participants must have the possibility to obtain information on officials or official candidates who do not attend the meeting and reasons thereof. The reason of non-attendance should be entered in the minutes of shareholders' meeting.

During shareholders' meetings of Latvian Shipping Company, the participants have the possibility to obtain information on officials or official candidates who do not attend the meeting and reasons thereof. In the minutes of the meeting the information on officials who attend and who do not attend the meeting are recorded; therefore, Latvian Shipping Company applies this best practice provision.

B. BOARD

The Board is the Issuer's executive institution, which manages and represents the Issuer in its everyday business; therefore, the Issuer shall ensure that it is efficient, able to take decisions, and committed to increase the value of the company; therefore, its obligations and responsibilities have to be clearly determined.

3. Obligations and responsibilities of the Board

The Issuers shall clearly and expressly determine the obligations and authorities of the Board and responsibilities of its members, thus ensuring a successful work of the Board and an increase in the Issuer's value.

3.1. The Board shall have the obligation to manage the business of the Issuer, which includes also the responsibility for the realization of the objectives and strategies determined by the Issuer and the responsibility for the results achieved. The Board shall be responsible for the said to the Council and the shareholders' meeting. In fulfillment of its obligations, the Board shall adopt decisions guided by interests of all the shareholders and preventing any potential conflict of interests.

According to the Articles of Association, the Board of Latvian Shipping Company consists of five members. The chairman of the Board has full representation rights and he can represent the company singly without special authorization an independently from other members of the Board. Other members of the Board have rights to represent the company only together with at least one other member of the Board. The decisions of the Board of Latvian Shipping Company are made at the meetings of the Board, by at least three of the members voting "for". Referring to the Commercial law, members of the Board of Latvian Shipping Company fulfill their duties as honest and careful master. Quarterly the Board in writing reports on its activities to Council and at the end of the year to the shareholders meeting. In the report the following is disclosed:

- 1) the results of commercial activities of the company;*
- 2) the business conditions, cost-effectiveness, turnover, securities movements of the company;*
- 3) the considerations which can affect the companies business condition;*
- 4) the planned policy of the commercial activities of the company for the next accounting period.*

The Board informs the Council also about other important aspects of activities of the Company; therefore, Latvian Shipping Company applies this best practice provision.

3.2. The powers of the Board shall be stipulated in the Board Regulations or a similar document, which is to be published on the website of the Issuer on the Internet. This document must be also available at the registered office of the Issuer.

The powers of the Board are stipulated in the Board Regulations, which are elaborated on the basis of Articles of Association of Latvian Shipping Company and rules of the Commercial Law. The Board Regulations are available in the registered office of Latvian Shipping Company; therefore, Latvian Shipping Company applies this best practice provision.

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3.3. The Board shall be responsible also for the compliance with all the binding regulatory acts, risk management, as well as the financial activity of the Issuer.

According to the Commercial law, the Board of Latvian Shipping Company is executive institution which manages and represents the company. The Board superintends and manages the companies business. It is responsible for commercial activities of the company, as well as for the accounting which complies with the legislation. The Board manages the property of the company and acts with its assets according to the laws, articles of association and decisions of the shareholders meetings; therefore, Latvian Shipping Company applies this best practice provision.

3.4. The Board shall perform certain tasks, including:

- 1) corporate strategies, work plan, risk control procedure, assessment and advancement of annual budget and business plans, ensuring control on the fulfillment of plans and the achievement of planned results;
- 2) selection of senior managers of the Issuer, determination of their remuneration and control of their work and their replacement, if necessary, in compliance with internal procedures (e.g. personnel policy adopted by the Issuer, remuneration policy etc.);
- 3) timely and qualitative submission of reports, ensuring also that the internal audits are carried out and the disclosure of information is controlled.

The Board of Latvian Shipping Company currently acts accordingly in order to execute "Joint Stock Company "Latvian Shipping Company" Strategy till 2015". Latvian Shipping Company has worked out internal system, which provide performance of corporate strategies, work plan, risk control procedure, assessment and advancement of annual budget and business plans, ensuring control on the fulfillment of plans and the achievement of planned results. Similarly Latvian Shipping Company selects senior managers, determine their remuneration and control their work and their replacement, if necessary, complying with the adopted personnel policy. The Board of Latvian Shipping Company timely and qualitative submits all the reports, ensuring also that the internal audits are carried out and the disclosure of information is controlled. The internal audit is carried out by Internal Audit department of the company which is overseen by the Audit Committee; therefore, Latvian Shipping Company applies this best practice provision.

3.5. In annual reports, the Board shall confirm that the internal risk procedures are efficient and that the risk management and internal control have been carried out in compliance with the said control procedures throughout the year.

In annual reports, the Board confirms that the internal risk procedures are efficient and that the risk management and internal control have been carried out in compliance with the determined control procedures throughout the year; therefore, Latvian Shipping Company applies this best practice provision.

3.6. It shall be preferable that the Board submits decisions that determine the objectives and strategies for achievement thereof (participation in other companies, acquisition or alienation of property, opening of representation offices or branches, expansion of business etc) to the Issuer's Council for approval.

The Board of Latvian Shipping Company has developed and with the permission of the Council approved "Joint Stock Company "Latvian Shipping Company" Strategy till 2015"; therefore, Latvian Shipping Company applies this best practice provision.

4. Board composition and requirements for Board members

A Board composition approved by the Issuer shall be able to ensure sufficiently critical and independent attitude in assessing and taking decisions.

4.1. In composing the Board, it shall be observed that every Board member has appropriate education and work experience. The Issuer shall prepare a summary of the requirements to be set for every Board member, which specifies the skills, education, previous work experience and other selection criteria for every Board member.

The Council of Latvian Shipping Company observes that every Board member has appropriate education and work experience before they are elected, as well as sets the requirements for every Board member, which specifies the skills, education, previous work experience and other selection criteria. All the members of the Board of Latvian Shipping Company have appropriate education and previous experience in respective area; therefore, Latvian Shipping Company applies this best practice provision.

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- 4.2. On the Issuer's website on the Internet, the following information on every Issuer's Board member shall be published: name, surname, year of birth, education, office term, position, description of the last three year's professional experience, number of the Issuer's or its parent companies/subsidiaries shares owned by the member, information on positions in other capital companies.

Latvian Shipping Company has published on its website on the Internet the above mentioned information; therefore, Latvian Shipping Company applies this best practice provision.

- 4.3. In order to fulfill their obligations successfully, Board members must have access in due time to accurate information on the activity of the Issuer. The Board must be capable of providing an objective evaluation on the activity of the Issuer. Board members must have enough time for the performance of their duties.

The Board of Latvian Shipping Company on an ongoing basis follows the commercial activities of the company. Quarterly the Board in writing reports about its activities to Council but at the end of the year to the shareholders meeting, providing objective evaluation on the activity of Latvian Shipping Company; therefore, Latvian Shipping Company applies this best practice provision.

- 4.4. It is not recommended to elect one and the same Board member for more than four successive terms. The Issuer has to evaluate whether its development will be facilitated in the result of that and whether it will be possible to avoid a situation where greater power is concentrated in hands of one or a number of separate persons due to their long-term work at the Issuer. If, however, such election is admitted, it shall be recommended to consider to change the field of work of the relevant Board member at the Issuer.

No one of the members of the Board of Latvian Shipping Company has been elected for more than four successive terms; therefore, Latvian Shipping Company applies this best practice provision.

5. Identification of interest conflicts in the work of Board members

Every Board member shall avoid any interest conflicts in his/her work and be maximally independent from any external circumstances and willing to assume responsibility for the decisions taken and comply with the general ethical principles in adopting any decisions connected with the business of the Issuer.

- 5.1. It shall be the obligation of every Board member to avoid any, even only supposed, interest conflicts in his/her work. In taking decisions, Board members shall be guided by the interests of the Issuer and not use the cooperation offers proposed to the Issuer to obtain personal benefit.

While taking decisions, the Members of the Board of Latvian Shipping Company are guided by the interests of the company and they do not use the cooperation offers proposed to Latvian Shipping Company to obtain personal benefit; therefore, Latvian Shipping Company applies this best practice provision.

- 5.2. On the occurrence of any interest conflict or even only on its possibility, a Board member shall notify other Board members without delay. Board members shall notify on any deal or agreement the Issuer is planning to conclude with a person who has close relationship or is connected with the Board member in question, as well as inform on any interest conflicts occurred during the validity period of concluded agreements.

For the purposes of these recommendations the following shall be regarded as persons who have close relationship with a Board member: spouses, a relative, including kinship of second degree or brother-in-law of first degree, or persons with whom the Board member has had a common household for at least one year. For the purposes of these recommendations the following shall be regarded as persons who are connected with a Board member: legal persons where the Board member or a closely related to him/her person is a Board or Council member, performs the tasks of an auditor or holds another managing office in which he or she could determine or affect the business strategy of the respective legal entity.

On the occurrence of any interest conflict or even only on its possibility, the Board member of Latvian Shipping Company is notifying other Board members without delay. Board members of Latvian Shipping Company is notifying on any deal or agreement the company is planning to conclude with a person who has close relationship or is connected with the Board member in question, as well as is informing on any interest conflicts occurred during the validity period of concluded agreements; therefore, Latvian Shipping Company applies this best practice provision.

- 5.3. Board members should not participate in taking decisions that could cause an interest conflict.

Board members are not participating in taking decisions that could cause an interest conflict; therefore, Latvian Shipping Company applies this best practice provision.

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C. COUNCIL

In compliance with legal acts a Council is the institution that supervises the Issuer and represents interests of shareholders between meetings, in cases stipulated in the law and in the statutes of the Issuer, supervises the work of the Board.

6. Obligations and responsibilities of the Council

The objective of the Issuer's Council is to act in the interests of all the shareholders, ensuring that the value of the Issuer grows. The Issuer shall clearly determine the obligations of the Council and the responsibility of the Council members, as well as ensure that individual Council members or groups thereof do not have a dominating role in decision making.

6.1. The functions of the Council shall be set forth in the Council regulation or a document equated thereto that regulates the work of the Council, and it shall be published on the Issuer's website on the Internet. This document shall be also available at the Issuer's office.

The Council of Latvian Shipping Company consists of twelve members, who are elected for the three year term of the Council. The functions of the Council are stipulated in the Council Regulations, which are elaborated on the basis of Articles of Association of Latvian Shipping Company and rules of the Commercial Law. The Council Regulations are available in the registered office of Latvian Shipping Company; therefore, Latvian Shipping Company applies this best practice provision.

6.2. The supervision carried out by the Council over the work of the Board shall include supervision over the achievement of the objectives set by the Issuer, the corporate strategy and risk management, the process of financial accounting, Board's proposals on the use of the profit of the Issuer, and the business performance of the Issuer in compliance with the requirements of regulatory acts. The Council should discuss every of the said matters and express its opinion at least annually, complying with frequency of calling Council meetings as laid down in regulatory acts, and the results of discussions shall be reflected in the minutes of the Council's meetings.

The Council of Latvian Shipping Company on the ongoing basis carries out supervision of the Board including supervision over the achievement of the objectives set by the company, the corporate strategy and risk management, the process of financial accounting, Board's proposals on the use of the profit of the company, and the business performance of the company in compliance with the requirements of regulatory acts. The Council discusses every of the said matters and express its opinion, complying with frequency of calling Council meetings as laid down in regulatory acts, and the results of discussions is reflected in the minutes of the Council's meetings; therefore, Latvian Shipping Company applies this best practice provision.

6.3. The Council and every its member shall be responsible that they have all the information required for them to fulfill their duties, obtaining it from Board members and internal auditors or, if necessary, from employees of the Issuer or external consultants. To ensure information exchange, the Council chairperson shall contact the Issuer's Board, inter alia the Board chairperson, on a regular basis and discuss all the most important issues connected with the Issuer's business and development strategy, business activities, and risk management.

The Council of Latvian Shipping Company has all the information required for it to fulfill its duties. The chairman of the Council of Latvian Shipping Company at least once a week meets chairman of the Board in order to discuss all the most important issues connected with the company's business and development strategy, business activities, and risk management. The information to the Council of Latvian Shipping Company is also provided by Internal Audit department on regular basis; therefore, Latvian Shipping Company applies this best practice provision.

6.4. When determining the functions of the Council, it should be stipulated that every Council member has the obligation to provide explanations in case the Council member is unable to participate in Council meetings. It shall be recommended to disclose information on the Council members who have not attended more than a half of the Council meetings within a year of reporting, providing also the reasons for non-attendance.

The Council Regulations of Latvian Shipping Company does not envisage provisions requiring the members of the Council to inform about reasons for not attending a Council meeting. Although, usually the member of the Council in due time informs chairman of the Council in due time, if he/she is unable to participate in Council meeting, providing also the reasons for non-attendance; therefore, Latvian Shipping Company applies this best practice provision.

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7. Council composition and requirements for Council members

The Council structure determined by the Issuer shall be transparent and understandable and ensure sufficiently critical and independent attitude in evaluating and taking decisions.

7.1. The Issuer shall require every Council member as well as Council member candidate who is planned to be elected at a shareholders' meeting that they submit to the Issuer the following information: name, surname, year of birth, education, office term as a Council member, description of the last three year's professional experience, number of the Issuer's or its parent companies/subsidiaries shares owned by the member, information on positions in other capital companies. The said information shall be published also on the Issuer's website on the Internet, providing, in addition to the said information, also the term of office for which the Council member is elected, its position, including also additional positions and obligations, if any.

Latvian Shipping Company requires above mentioned information from members of the Council and publishes it at internet home page taking into consideration the regulations of the Personal Data Protection Law; therefore, Latvian Shipping Company applies this best practice provision.

7.2. When determining the requirements for Council members as regards the number of additional positions, attention shall be paid that a Council member has enough time to perform his or her duties in order to fulfill their duties successfully and act in the interests of the Issuer to a full extent.

Latvian Shipping Company applies this best practice provision.

7.3. In establishing the Issuer's Council, the qualification of Council members should be taken into account and assessed on a periodical basis. The Council should be composed of individuals whose knowledge, opinions and experience is varied, which is required for the Council to fulfill their tasks successfully.

Latvian Shipping Company assesses and takes into account the qualification of Council members; therefore, Latvian Shipping Company applies this best practice provision.

7.4. Every Council member in his or her work shall be as possibly independent from any external circumstances and have the will to assume responsibility for the decisions taken and comply with the general ethical principles when taking decisions in relation to the business of the Issuer.

Referring to the Commercial law, members of the Council of Latvian Shipping Company fulfill their duties as honest and careful master, Latvian Shipping Company appeals the Council members in their work to be as independent as possible from any external circumstances and to assume responsibility for the decisions taken and comply with the general ethical principles when taking decisions in relation to the business of the company; therefore, Latvian Shipping Company applies this best practice provision.

7.5. It is impossible to compile a list of all the circumstances that might threaten the independence of Council members or that could be used in assessing the conformity of a certain person to the status of an independent Council member. Therefore, the Issuer, when assessing the independence of Council members, shall be guided by the independence criteria of Council members specified in the Annex hereto.

The Council members of Latvian Shipping Company are nominated for election in the Council and acting in compliance with the Commercial Law, according to which the Council members are independent and unaffected in the decision-making process.

7.6. It shall be recommended that at least a half of Council members are independent according to the independence criteria specified in the Annex hereto. If the number of Council members is an odd number, the number of independent Council members may be one person less than the number of the Council members who do not conform to the independence criteria specified in the Annex hereto.

See explanation for Clause 7.5.

7.7. As independent shall be considered persons that conform to the independence criteria specified in the Annex hereto. If a Council member does not conform to any of to the independence criteria specified in the Annex hereto but the Issuer does consider the Council member in question to be independent, then it shall provide an explanation of its opinion in detail on the tolerances permitted.

See explanation for Clause 7.5.

Corporate governance report *(continued)*

7.8. The conformity of a person to the independence criteria specified in the Annex hereto shall be evaluated already when the Council member candidate in question has been nominated for election to the Council. The Issuer shall specify in the Report who of the Council members are to be considered as independent every year.

See explanation for Clause 7.5.

8. Identification of interest conflicts in the work of Council members

Every Council member shall avoid any interest conflicts in his/her work and be maximally independent from any external circumstances. Council members shall comply with the general ethical principles in adopting any decisions connected with the business of the Issuer and assume responsibility for the decisions taken.

8.1. It shall be the obligation of every Council member to avoid any, even only supposed, interest conflicts in his/her work. When taking decisions, Council members shall be guided by the interests of the Issuer and not use the cooperation offers proposed to the Issuer to obtain personal benefit.

Latvian Shipping Company appeals when taking decisions, the Council members to guide by the interests of the company and not use the cooperation offers proposed to the company to obtain personal benefit; therefore, Latvian Shipping Company applies this best practice provision.

8.2. On the occurrence of any interest conflict or even only on its possibility, a Council member shall notify other Council members without delay. Council members shall notify on any deal or agreement the Issuer is planning to conclude with a person who has close relationship or is connected with the Council member in question, as well as inform on any interest conflicts occurred during the validity period of concluded agreements.

For the purposes of these recommendations the following shall be regarded as persons who have close relationship with a Council member: spouses, a relative, including kinship of second degree or brother-in-law of first degree, or persons with whom the Council member has had a common household for at least one year. For the purposes of these recommendations the following shall be regarded as persons who are connected with a Council member: legal persons where the Council member or a closely related to him/her person is a Board or Council member, performs the tasks of an auditor or holds another managing office in which he or she could determine or affect the business strategy of the respective legal entity.

On the occurrence of any interest conflict or even only on its possibility, the Council member is notifying other Council members without delay; therefore, Latvian Shipping Company applies this best practice provision.

8.3. A Council member who is in a possible interest conflict should not participate in taking decisions that might be a cause of an interest conflict.

A Council member who is in a possible interest conflict is not participating in taking decisions that might be a cause of an interest conflict; therefore, Latvian Shipping Company applies this best practice provision.

D. DISCLOSURE OF INFORMATION

Good practice of corporate governance for an Issuer whose shares are included in the market regulated by the Stock Exchange means that the information disclosed by the Issuer has to provide a view on the economic activity of the Issuer and its financial results. This facilitates a justified determination of the price of financial instruments in public circulation as well as the trust in finance and capital markets. Disclosure of information is closely connected with investor relations (hereinafter – the IR), which can be defined as the process of developing Issuer's relations with its potential and existing investors and other parties interested in the business of the Issuer.

9. Transparency of the Issuer's business

The information disclosed by the Issuers shall be provided in due time and allowing the shareholders to assess the management of the Issuer, to get an idea on the business of the company and its financial results, as well as to take grounded decisions in relation to the shares owned by them.

Corporate governance report (*continued*)

9.1. The structure of corporate governance shall be established in a manner that ensures provision of timely and exhaustive information on all the substantial matters that concern the Issuer, including its financial situation, business results, and the structure of owners.

The structure of corporate governance of Latvian Shipping Company is established in a manner that ensures provision of timely and exhaustive information on all the substantial matters that concern the company, including its financial situation, business results, and the structure of owners; therefore, Latvian Shipping Company applies this best practice provision.

9.2. The information disclosed shall be checked, precise, unambiguous and prepared in compliance with high-quality standards.

Latvian Shipping Company applies this best practice provision.

9.3. The Issuers should appoint a person who would be entitled to contact the press and other mass media on behalf on the Issuer, thus ensuring uniform distribution of information and evading publication of contradictory and untruthful information, and this person could be contacted, if necessary, by the Stock Exchange and investors.

Latvian Shipping Company has appointed the person who is entitled to contact the press and other mass media on behalf on the company, thus ensuring uniform distribution of information and evading publication of contradictory and untruthful information, and this person could be contacted, if necessary, by the Stock Exchange and investors; therefore, Latvian Shipping Company applies this best practice provision.

9.4. The Issuers should ensure timely and compliant with the existing requirements preparation and disclosure of financial reports and annual reports of the Issuer. The procedure for the preparation of reports should be stipulated in the internal procedures of the Issuer.

Latvian Shipping Company ensures timely preparation and disclosure of financial reports and annual reports of the company which are in compliance with the existing requirements. The procedure for the preparation of reports is stipulated in the internal procedures of the company; therefore, Latvian Shipping Company applies this best practice provision.

10. Investor relations

Considering that financial instruments of the Issuers are offered on a regulated market, also such activity sphere of the Issuers as investor relations (hereinafter – the IR) and the development and maintaining thereof is equally important, paying special attention to that all the investors have access to equal, timely and sufficient information.

10.1. The main objectives of the IR are the provision of accurate and timely information on the business of the Issuer to participants of finance market, as well as the provision of a feedback, i.e. receiving references from the existing and potential investors and other persons. In the realization of the IR process, it shall be born in mind that the target group consists not only of institutional investors and finance market analysts. A greater emphasis should be put on individual investors, and more importance should be attached to informing other interested parties: employees, creditors and business partners.

Latvian Shipping Company applies this best practice provision.

10.2. The Issuer shall provide all investors with equal and easily accessible important information related to the Issuer's business, including financial position, ownership structure and management. The Issuer shall present the information in a clear and understandable manner, disclosing both positive and negative facts, thus providing the investors with a complete and comprehensive information on the Issuer, allowing the investor to assess all information available before the decision making

Latvian Shipping Company applies this best practice provision.

10.3. A number of channels shall be used for the information flow in the IR. The IR strategy of the Issuer shall be created using both the possibilities provided by technologies (website) and relations with mass media and the ties with the participants of finance market. Considering the development stage of modern technologies and the accessibility thereof, the Internet is used in the IR of every modern company. This type of media has become one of the most important means of communications for the majority of investors.

For the information flow in the IR Latvian Shipping Company uses possibilities provided by technologies (website), relations with mass media and ties with the participants of finance market; therefore, Latvian Shipping Company applies this best practice provision.

Corporate governance report (*continued*)

10.4. The basic principles that should be observed by the Issuers in preparing the IR section of their websites:

- 1) The IR section of website shall be perceived not only as a store of information or facts but also as one of the primary means of communication by means of which it is possible to inform the existing and potential shareholders;
- 2) all the visitors of the IR section of website shall have the possibility to obtain conveniently all the information published there. Information on websites shall be published in all the foreign languages in which the Issuer normally distributes information so that in no way would foreign investors be discriminated, however, it shall be taken into account that information must be disclosed at least in Latvian and English;
- 3) It shall be recommended to consider a solution that would allow the existing and potential investors to maintain ties with the Issuer by using the IR section of website – submit questions and receive answers thereto, order the most recent information, express their opinions etc.;
- 4) the information published on websites shall be updated on a regular basis, and the news in relation to the Issuer and its business shall be published in due time. It shall not be admissible that outdated information that could mislead investors is found on websites;
- 5) after the website is created the creators themselves should assess the IR section of the website from the point of view of users – whether the information of interest can be found easily, whether the information published provides answers to the most important questions etc.

Latvian Shipping Company observes above mentioned basic principles in preparing the IR section of its website; therefore, Latvian Shipping Company applies this best practice provision.

10.5. The Issuer shall ensure that at least the following information is contained in the IR section of website:

- 1) general information on the Issuer - history of its establishment and business, registration data, description of industry, main types of business;
- 2) Issuer's Report ("comply or explain") on the compliance with the principles of corporate governance;
- 3) Number of issued and paid financial instruments, specifying how many of them are included in a regulated market;
- 4) information on shareholders' meetings, draft decisions to be examined, decisions adopted – at least for the last year of report;
- 5) Issuer's statutes;
- 6) Issuer's Board or Council regulation or a document equated thereto that regulates its work, as well as the Issuer's remuneration policy (or a reference where it is made available) and the shareholders' meeting procedure regulation, if such has been adopted;
- 7) Information on the performance of the Issuer's Audit Committee;
- 8) information on present Issuer's Council and Board members (on each individually): work experience, education, number of the Issuer's shares owned by the member (as at the beginning of year; the information shall be updated as required but at least annually), information on positions in other capital companies, and the term of office of Board and Council members;
- 9) Issuer's shareholders which/who own at least 5% of the Issuer's shares; and information on changes of shareholders;
- 10) Financial reports and annual reports of the Issuer prepared in compliance with the procedure specified in legal acts and the Stock Exchange regulations;
- 11) Any other information to be disclosed by the Issuer, e.g. information on any substantial events, Issuer's press releases, archived information on Issuer's financial and annual reports on previous periods etc.

The Board and Council regulations are available in the registered office of Latvian Shipping Company. Considering that the work of the Audit Committee was commenced recently, information about their performance is not included in the website yet; therefore, Latvian Shipping Company partly applies this best practice provision.

E. INTERNAL CONTROL AND RISK MANAGEMENT

The purpose of internal control and risk management is to ensure efficient and successful work of the Issuer, the truthfulness of the information disclosed and conformity thereof to the relevant regulatory acts and business principles. Internal control helps the Board to identify the shortcomings and risks in the management of the Issuer as well as facilitates that the Council's task - to supervise the work of the Board - is fulfilled efficiently.

Corporate governance report (*continued*)

11. Principles of the Issuer's internal and external control

To ensure successful work of the Issuer, it shall be necessary to plan regular its controls and to determine the procedure of internal and external (audit) control.

11.1. To ensure successful operation, the Issuer shall control its work on a regular basis and define the procedure of internal control.

Latvian Shipping Company has defined the procedure of internal control; therefore, Latvian Shipping Company applies this best practice provision.

11.2. The objective of risk management is to ensure that the risks connected with the commercial activity of the Issuer are identified and supervised. To ensure an efficient risk management, it shall be necessary to define the basic principles of risk management. It is recommended to characterize the most essential potential and existing risks in relation to the business of the Issuer.

Latvian Shipping Company has characterized the most essential potential and existing risks in relation to the business of the company; therefore, Latvian Shipping Company applies this best practice provision.

11.3. Auditors shall be granted access to the information required for the fulfillment of the auditor's tasks and the possibility to attend Council and Board meetings at which financial and other matters are dealt with.

Latvian Shipping Company applies this best practice provision.

11.4. Auditors shall be independent in their work and their task shall be to provide the Issuer with independent and objective auditing and consultation services in order to facilitate the efficiency of the Issuer's business and to provide support in achieving the objectives set for the Issuer's management by offering a systematic approach for the assessment and improvement of risk management and control processes.

Latvian Shipping Company applies this best practice provision.

11.5. It shall be recommended to carry out an independent internal control at least annually in order to assess the work of the Issuer, including its conformity to the procedures approved by the Issuer.

The internal audit department of Latvian Shipping Company constantly performs independent audits in order to evaluate activities of Latvian Shipping Company Group, including compliance with approved procedures. Also the external auditor approved by the general meeting of shareholders performs independent audits in order to evaluate activities of Latvian Shipping Company Group, including compliance with approved procedures; therefore, Latvian Shipping Company applies this best practice provision.

11.6. When approving an auditor, it is recommended that the term of office of one auditor is not the same as the term of office of the Board.

Each year the general meeting of shareholders of Latvian Shipping Company approves the auditor for the audit for the next year's Annual report; therefore, Latvian Shipping Company applies this best practice provision.

12. Audit Committee

The Audit Committee shall be established by a resolution of the Issuer's shareholders' meeting, and its operations and scope of responsibilities shall be set as guided by the legislation.

12.1. The functions and responsibility of the Audit Committee should be specified in the regulation of the committee or a comparable document.

The functions and responsibility of the Audit Committee of Latvian Shipping Company is specified in the regulations of the Audit Committee; therefore, Latvian Shipping Company applies this best practice provision.

12.2. To assure an efficient functioning of the Audit Committee, it is recommended that at least three of its members have adequate knowledge in accounting and financial reporting, because issues related to the Issuer's financial reports and control are in the focus of the Audit Committee's operations.

The Audit Committee of Latvian Shipping Company consists of three members who have adequate knowledge in accounting and financial reporting; therefore, Latvian Shipping Company applies this best practice provision.

Corporate governance report (continued)

- 12.3. All Audit Committee members shall have access to the information about the accounting principles practiced by the Issuer. Board shall advise the audit Committee as to the approaches to significant and unusual transactions, where alternative evaluations are possible, and shall ensure that the Audit Committee has access to all information that has been specified in the legislation.

All Audit Committee members have access to the information about the accounting principles practiced by Latvian Shipping Company. The Board advises the audit Committee as to the approaches to significant and unusual transactions, where alternative evaluations are possible, and ensures that the Audit Committee has access to all information that has been specified in the legislation; therefore, Latvian Shipping Company applies this best practice provision.

- 12.4. The Issuer shall ensure that its officials, Board members and staff release the information to the Audit Committee that is necessary for its operations. The Audit Committee should also be entitled to carry out an independent investigation in order to identify, within its scope, any violations in the Issuer's activities.

Latvian Shipping Company ensures that its officials, the Board members and staff release the information to the Audit Committee that is necessary for its operations. The Audit Committee is also entitled to carry out an independent investigation in order to identify, within its scope, any violations in Latvian Shipping Company's activities; therefore, Latvian Shipping Company applies this best practice provision.

- 12.5. Within its scope, the Audit Committee shall adopt resolutions, and is accountable to the shareholders' meeting for its operations.

Latvian Shipping Company applies this best practice provision.

F. REMUNERATION POLICY

13. General principles, types and criteria for setting remuneration

The policy of the remuneration of Board and Council members – type, structure and amount of remuneration - is one of the spheres where persons involved has a potentially greater risk to find themselves in an interest conflict situation. To avoid it, the Issuer shall develop a clear remuneration policy, specifying general principles, types and criteria for the remuneration to be awarded to the Board or Council members.

- 13.1. The Issuers are called on to develop a remuneration policy in which the main principles for setting the remuneration, possible remuneration schemes and other essential related issues are determined. Without limiting the role and operations of the Issuer's management bodies responsible for setting remuneration to the Board and Council members, the drafting of the remuneration policy should be made a responsibility of the Issuer's Board, which during the preparation of a draft policy should consult with the Issuer's Council.

The Board of Latvian Shipping Company has developed and approved motivation and remuneration policy and has submitted it to the Council; therefore, Latvian Shipping Company applies this best practice provision.

- 13.2. Should the remuneration policy contain a remuneration structure with a variable part in the form of the Issuer's shares or share options, it should be linked to previously defined short-term and long-term goals. If remuneration depends on fulfillment of short-term goals only, it is not likely to encourage an interest in the company's growth and improved performance in the long-term. The scope and structure of the remuneration should depend on the business performance of the company, share price and other Issuer's events.

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options. The motivation and remuneration policy of Latvian Shipping Company does prescribe that motivation and remuneration system of Latvian Shipping Company consists of monetary and non-monetary components, in its turn, monetary component includes fixed part and variable part, payment of which depends on the execution of the certain plans and achievement of the goals; therefore, Latvian Shipping Company partly applies this best practice provision.

- 13.3. Remuneration schemes that include Issuer's shares as remuneration may theoretically cause loss to the Issuer's existing shareholders because the share price might drop due to a new issue of shares. Therefore, prior to the preparation and approval of this type of remuneration, it shall be required to assess the possible benefits or losses.

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options.

Corporate governance report (*continued*)

13.4. When preparing the remuneration policy where a variable part is in the form of the Issuer's shares or share options, the Issuer shall be obliged to disclose information on how the Issuer plans to ensure the amount of shares to be granted in compliance with the approved remuneration schemes— whether it is planned to obtain them by buying on a regulated market or by issuing new shares.

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options.

13.5. While drafting the remuneration policy and envisaging awarding options entitling to the Issuer's shares, the Stock Exchange rules regarding distribution of share options should be taken into account.

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options.

13.6. While setting remuneration principles with regard to Board and Council members, they should include general approach as to compensations, if any, in cases when contracts with the said officials are terminated.

The remuneration for the management and supervisory institutions of Latvian Shipping Company is determined according to the articles of association of Latvian Shipping Company and decisions of the management and supervisory institutions of Latvian Shipping Company.

14. Remuneration Report

A clear and complete report on the remuneration policy with regard to the management body members of the Issuer should be made available to the shareholders. Public disclosure of the said information would allow the existing and potential shareholders to carry out a comprehensive evaluation of the Issuer's approach the remuneration issues; consequently, the Issuer's responsible body shall draft and made public the Remuneration Report.

14.1. The Issuer is obliged to make public the Remuneration Report – a complete report on the remuneration policy applied to the members of the Issuer's management bodies. Remuneration Report may be a separate document, or may integrated in a special chapter of the Report prepared by the Issuer as recommended by Item 9 of the Introduction of the present Recommendations. The Remuneration Report should be posted on the Issuers website.

14.2. Remuneration Report should contain at least the following information:

- 1) Information as to the application of the remuneration policy to Board and Council members in the previous financial year, specifying the material changes to the Issuer's remuneration policy compared to the previous reporting period;
- 2) The proportion between the fixed and variable part of the remuneration for the respective category of officials;
- 3) Sufficient information as to linking the remuneration with performance;
- 4) Information about the Issuer's policy with regard to the contracts with the members of the Issuer's management bodies, the terms and conditions of the contracts (duration, notice deadlines about termination, including payments due in case of termination);
- 5) Information about the incentive schemes and the specifications and reasons for awarding any other benefits;
- 6) A description of any pension or early retirement schemes;
- 7) An overview of the remuneration paid to or any benefits received by each individual that has been Board or Council member in the reporting period – disclosing at least the information required in Items 14.5, 14.5 and 14.7 below.

The motivation and remuneration policy of Latvian Shipping Company does prescribes that motivation and remuneration system of Latvian Shipping Company consists of monetary and non-monetary components, in its turn, monetary component includes fixed part and variable part, payment of which depends on the execution of the certain plans and achievement of the goals; therefore, Latvian Shipping Company partly applies this best practice provision.

The information about the remuneration of the members of the Board and Council is included in the Annual report of Latvian Shipping Company. Latvian Shipping Company does not disclose information mentioned in the Clause 14.2 regarding social and economic situation in Latvia, as well as considering fact that this information is commercially sensitive.

14.3. To avoid overlapping of information, the Issuer, while preparing its Remuneration Report, may omit the information required in Items 14.2 1) to 7) above, provided it is a part of the Issuer's Remuneration Policy document. In such case, Remuneration Report should have a reference to the Remuneration Policy, together with an indication where it is made available.

The motivation and remuneration policy of Latvian Shipping Company is available at the office of Latvian Shipping Company.

14.4. If the Issuer believes that, as a result of following the provisions of Item 14.2 of these Recommendations sensitive business information might become public to the detriment of the Issuer's strategic position, the Issuer may not disclose such information and give the reasons.

See explanation for Clause 14.2.

Corporate governance report (*continued*)

- 14.5. The following remuneration and other benefits related information about each Board and Council member should be disclosed:
- 1) Total amount paid or outstanding (salary) for the year;
 - 2) Remuneration and other benefits received from any company associated with the Issuer. For the understanding of this Item, "associated undertaking" is a company according to the definition in Paragraph 1 of the Law on the Financial Instruments Market;
 - 3) Remuneration paid as profit distribution or bonus, and the reasons for awarding such remuneration;
 - 4) Compensation for fulfillment of duties in addition to the regular job responsibilities;
 - 5) Compensations and any other payments received by or to be received by Board or Council member who has left the position during the accounting period;
 - 6) Total value of any other benefits apart from those listed under Items 1) to 5) received as remuneration.

See explanation for Clause 14.2.

- 14.6. The following information should be disclosed with regard to the shares and/or share options or any other incentive schemes resulting in ownership of the Issuer's shares:
- 1) the number and holding conditions of shares or share options entitling to the Issuer's shares granted over the reporting period to the members of Issuer's management bodies;
 - 2) The number of options exercised during the reporting period, entitling to the Issuer's shares, specifying the price and the number of shares obtained, or the unit value held by the member of the Issuer's management Board in a share-related incentive scheme as at the end of the reporting year;
 - 3) The number of non-exercised options entitling to the Issuer's shares as at the end of the reporting year, the share price in the contract, expiry date and the key rules for exercising the option;
 - 4) Information changes, if any, introduced during the reporting period with regard to the provisions of the contracts on options entitling to the Issuer's shares (such as changes in the option exercising rules, change of expiry date etc.).

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options.

- 14.7. The following information should be disclosed with regard to savings or contributions to pension schemes of private pension funds:
- 1) the amount of contributions made by the Issuer, to the benefit of individuals, to a pension scheme or schemes, and the rules for disbursement of the pension capital;
 - 2) the participation rules, including termination of participation, to the respective pension scheme, applicable the concrete individual.

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options.

- 14.8. Remuneration schemes involving awarding with the Issuer's shares, share options or any other tools resulting in ownership of the Issuer's shares shall be approved by the annual general meeting of shareholders. Shareholders' meeting, while resolving on approval of the remuneration scheme, need not resolve on its application to concrete individuals.

The motivation and remuneration policy of Latvian Shipping Company does not prescribe remuneration in the form of Latvian Shipping Company's shares or share options.