



Joint Stock Company “Rīgas kuģu būvētava”  
Corporate Governance Report for the year 2009

Done in accordance with the JSC « Riga Stock Exchange»  
NASDAQ OMX  
Corporate governance principles and  
recommendations for their implementation  
2008<sup>th</sup> red.

Riga, 2010

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## PRINCIPLES OF GOOD CORPORATE GOVERNANCE INTRODUCED BY «RĪGAS KUĢU BŪVĒTAVA» IN YEAR 2009

### 1. SHAREHOLDERS' MEETING

Shareholders exercise 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.

#### 1.1. 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.

1.1.1. 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.

*“Rīgas kuģu būvētava” applies this best practice provision. According to the Articles of Association «Rīgas kuģu būvētava” has issued shares of one category and all shares of one category have the rights to receive dividends, liquidation quota and voting rights in the shareholders' meeting.*

1.1.2. The Issuer shall prepare a policy for the profit distribution. 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 distribution 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 information on the policy of profit distribution of the Issuer shall be included in the Report and published on the Public website on the Internet.

«Rīgas kuģu būvētava” Shareholders' meeting makes a decision on the payment of dividends. In accordance with the decision of shareholders' meeting held on 29 April 2009, to ensure the fulfilment of loan obligations undertaken by «Rīgas kuģu būvētava” Group to finance the newbuilding of vessels, no dividends can be paid, as all resources must be invested in development of «Rīgas kuģu būvētava” Group to implement the approved « Joint Stock Company « Rīgas kuģu būvētava» Strategy till 2010» .

1.1.3. 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 organise 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

1.1.4. 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

1.1.5. 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 Public 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

1.1.6. The Issuer shall ensure that comprehensive 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 shareholders' meeting and the agenda issues and ensure that the required additional information is provided to the shareholders.

*«Rīgas kuģu būvētava» applies this best practice provision.*

1.1.7. 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

1.1.8. In no way may the Issuers restrict the right of shareholders to nominate representatives of the shareholders for Supervisory Board elections. The candidates to the Supervisory Board 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.

*“Rīgas kuģu būvētava” applies this best practice provision as far as it is in the competence of the Management Board and Supervisory Board of « Rīgas kuģu būvētava” and is provided by the legislation of Republic of Latvia.*

1.1.9. 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 Supervisory Board member candidates whose approval is planned at the meeting. When disclosing information on Supervisory Board member candidates, also a short personal biography of the candidates shall be published. Since the nomination of Supervisory Board member candidates has to be very careful, it is recommended that the Issues disclose the said information as soon as possible.

*“Rīgas kuģu būvētava” applies this best practice provision as far as it is in the competence of the Management Board and Supervisory Board of « Rīgas kuģu būvētava” and is provided by the legislation of Republic of Latvia.*

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

*“Rīgas kuģu būvētava” applies this best practice provision.*

1.1.11. To provide shareholders with comprehensive 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 organisational 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.

*‘Rīgas kuģu būvētava” applies this best practice provision.*

1.1.12. 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.

*“ Rīgas kuģu būvētava” applies this best practice provision.*

1.1.13. Since, if a long break in a meeting is announced, 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

1.1.14. When recording the course and contents of discussions on the agenda issues to be dealt with at the shareholders' meeting in the minutes, 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 proposals or questions are appended thereto in written form.

*“Rīgas kuģu būvētava” applies this best practice provision.*

## 1.2. PARTICIPATION OF MEMBERS AND MEMBER CANDIDATES OF THE ISSUER'S MANAGEMENT INSTITUTIONS AT SHAREHOLDERS' MEETINGS.

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

1.2.1. 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 fulfil 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 not discussing the finances of the Issuer. 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.

*“Rīgas kuģu būvētava” applies this best practice provision*

1.2.2. Shareholders' meetings shall be attended by the Issuer's official candidates whose election is planned at the meeting. This shall in particular apply to Supervisory Board members. If a Supervisory Board 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.

*“Rīgas kuģu būvētava” applies this best practice provision as far as it is in the competence of the Management Board and Supervisory Board of «Rīgas kuģu būvētava” and is provided by the legislation of Republic of Latvia.*

1.2.3. 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.

*“Rīgas kuģu būvētava” applies this best practice provision as far as it is in the competence of the Management Board and Supervisory Board of «Rīgas kuģu būvētava” and is provided by the legislation of Republic of Latvia.*

## 2. MANAGEMENT BOARD

The Management 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 profit-oriented, therefore its obligations and responsibilities have to be clearly determined.

### OBLIGATIONS AND RESPONSIBILITIES OF THE MANAGEMENT BOARD

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

2.1.1. The Management Board shall have the obligation to manage the business of the Issuer, which includes also the responsibility for the realisation of the objectives and strategies determined by the Issuer and the responsibility for the results achieved. The Management Board shall be responsible for the said to the Supervisory Board and the shareholders' meeting. In fulfilment of its obligations, the Management Board shall adopt decisions irrespective of their personal interests or interests of the shareholders that control the Issuer and be guided by interests of all the shareholders, taking into

account the common interests of the Issuer and its associated companies (or affiliates).

*«Rīgas kuģu būvētava» applies this best practice provision.*

2.1.2. The powers of the Management Board shall be stipulated in the statutes 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.

*«Rīgas kuģu būvētava» applies this best practice provision. The powers of the Management Board are stipulated in the Statutes, which are elaborated on the basis of Articles of Association of « Rīgas kuģu būvētava» and rules of the Commercial Law. The Statutes are available in the registered office of « Rīgas kuģu būvētava».*

2.1.3. The Management 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.

*«Rīgas kuģu būvētava» applies this best practice provision.*

2.1.4. The Management Board shall perform certain tasks, including:

corporate strategies, work plan, risk control procedure, assessment and advancement of annual budget and business plans, ensuring control on the fulfilment of plans and the achievement of planned results;

selection of senior managers of the Issuer, determination of their remuneration and control of their work and their replacement, if necessary, complying with the personnel policy adopted by the Issuer;

timely and qualitative submission of reports, ensuring also that the internal audits are carried out and the disclosure of information is controlled.

*«Rīgas kuģu būvētava» applies this best practice provision.*

2.1.5. In annual reports, the Management 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.

*«Rīgas kuģu būvētava» applies this best practice provision.*

2.1.6. It shall be preferable that the Management 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 Supervisory Board for approval.

*«Rīgas kuģu būvētava» applies this best practice provision.*

## MANAGEMENT BOARD COMPOSITION AND REQUIREMENTS FOR MANAGEMENT BOARD MEMBERS

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

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

*«Rīgas kuģu būvētava» applies this best practice provision. Members of the Management Board of « Rīgas kuģu būvētava» have appropriate education and previous experience in respective area.*

2.2.2. On the Public website on the Internet, the following information on every Issuer's Management 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.

*« Rīgas kuģu būvētava» applies this best practice provision.*

2.2.3. In order to fulfil their obligations successfully, Management Board members must have access in due time to accurate information on the activity of the Issuer. The Management Board must have the possibility to provide objective evaluation on the activity of the Issuer. Management Board members must have enough time for the performance of their duties.

*« Rīgas kuģu būvētava» applies this best practice provision.*

2.2.4. It is not recommended to elect one and the same Management 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 Management Board member at the Issuer.

*“Rīgas kuģu būvētava” applies this best practice provision.*

## IDENTIFICATION OF INTEREST CONFLICTS IN THE WORK OF MANAGEMENT BOARD MEMBERS

Every Management Board member shall avoid any interest conflicts in his/her work and be maximally independent from any external circumstances and wishing 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.

2.4.1. It shall be the obligation of every Management Board member to avoid any, even only supposed, interest conflicts in his/her work. In taking decisions, Management 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

2.4.2. On the occurrence of any interest conflict or even only on its possibility, a Management Board member shall notify other Management Board members without delay. Management 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 Management 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 Management Board member: spouses, a relative, including kinship of second degree or brother-in-law of first degree, or persons with whom the Management 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 Management Board member: legal persons where the Management Board member or a closely related to him/her person is a Management Board or Supervisory Board 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

2.4.3. Management Board members should not participate in taking decisions that could cause an interest conflict.

*«Rīgas kuģu būvētava” applies this best practice provision.*

## 3. SUPERVISORY BOARD

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

### 3.1. OBLIGATIONS AND RESPONSIBILITIES OF THE SUPERVISORY BOARD

The objective of the Issuer's Supervisory Board 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 Supervisory Board and the responsibility of the Supervisory Board members, as well as ensure that individual Supervisory Board members or a group thereof do not have a dominating role in decision making.

3.1.1. In the Supervisory Board report appended to the Issuer's annual report, the Supervisory Board shall provide overall information on its work in the relevant year of reporting, information on the compliance with the principles of corporate governance in the business of the Issuer, as well as any other information as regarded by it to be necessary.

*“Rīgas kuģu būvētava” applies this best practice provision.*

3.1.2. The supervision carried out by the Supervisory Board over the work of the Management 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, Management 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 Supervisory Board should discuss every of the said matters and express its opinion at least annually, complying with frequency of calling Supervisory Board meetings as laid down in regulatory acts, and the results of discussions shall be reflected in the Supervisory Board's report.

*“Rīgas kuģu būvētava” applies this best practice provision.*

3.1.3. The Supervisory Board and every its member shall be responsible that they have all the information required for them to fulfil their duties, obtaining it from Management Board members and internal auditors or, if necessary, from employees of the Issuer or external consultants. To ensure information exchange, the Supervisory Board chairperson shall contact the Issuer's Management Board,

inter alia the Management 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.

*«Rīgas kuģu būvētava” applies this best practice provision.*

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

Supervisory Board Regulations of «Rīgas kuģu būvētava” do not envisage provisions requiring the members of the Supervisory Board to inform about reasons for not attending a Supervisory Board meeting.

The supervision carried out by the Supervisory Board over the Management Board shall be especially important in spheres where the possibility that interest conflicts might occur is large: appointment of Management Board members, determination of the remuneration of Management Board members, and audit of the Issuer. To facilitate a more efficient work of the Supervisory Board and the division of work

duties among its members, the Supervisory Board may establish separate committees (audit, nomination (appointment), remuneration and other committees).

Prior to making a decision on establishing a committee, the Supervisory Board should assess the possible benefits and the planned costs of its work, if any. The Supervisory Board itself shall determine the structure and the number of

committees which the Supervisory Board consider to be required to optimise its work. The Supervisory Board shall inform the Issuer's shareholders on establishing a committee, inform on it in the Report, and publish information on it on the Public website on the Internet.

## 3.2. SUPERVISORY BOARD COMPOSITION AND REQUIREMENTS FOR SUPERVISORY BOARD MEMBERS

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

3.2.1. The Issuer shall require every Supervisory Board member as well as Supervisory Board 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 Supervisory Board 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 Public website on the Internet, providing, in addition to the said information, also the term of office for which the Supervisory Board member is elected, its position, including also additional positions and obligations, if any.

*“Rīgas kuģu būvētava” applies this best practice provision, taking into consideration the regulations of*

*the Personal Data Protection Law.*

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

*“Rīgas kuģu būvētava” applies this best practice provision.*

3.2.3. In establishing the Issuer's Supervisory Board, the qualification of Supervisory Board members should be taken into account and assessed on a periodical basis.

The Supervisory Board should be composed of members whose knowledge, opinions and experience is varied, which is required for the Supervisory Board to fulfil their tasks successfully.

*“Rīgas kuģu būvētava” applies this best practice provision.*

3.2.4. Every Supervisory Board 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

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

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

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

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

Supervisory Board members of « Rīgas kuģu būvētava » are nominated for election in Supervisory Board and acting in compliance with the Commercial Law, according to which Supervisory Board members are independent and unaffected in the decision-making process.

### 3.3. IDENTIFICATION OF INTEREST CONFLICTS IN THE WORK OF SUPERVISORY BOARD MEMBERS

Every Supervisory Board member shall avoid any interest conflicts in his/her work and be maximally independent from any external circumstances. Supervisory Board 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.

3.3.1. It shall be the obligation of every Supervisory Board member to avoid any, even only supposed, interest conflicts in his/her work. When taking decisions, Management 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

3.3.2. On the occurrence of any interest conflict or even only on its possibility, a Supervisory Board member shall notify other Supervisory Board members without delay. Supervisory 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 Supervisory 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 Supervisory Board member: spouses, a relative, including kinship of second degree or brother-in-law of first degree, or persons with whom the Supervisory 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 Supervisory Board member: legal persons where the Supervisory Board member or a closely related to him/her person is a Management Board or Supervisory Board 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

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

*“Rīgas kuģu būvētava” applies this best practice provision.*

#### **4.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.

##### **4.1. 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.

4.1.1. 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

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

*“Rīgas kuģu būvētava” applies this best practice provision.*

4.1.3. 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

4.1.4. 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

##### **4.2. INVESTOR RELATIONS**

Considering that shares 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.

4.2.1. 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 realisation 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

4.2.2. 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.

*« Rīgas kuģu būvētava” applies this best practice provision.*

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

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;

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;

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.;

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;

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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

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

general information on the Issuer - history of its establishment and business, registration data, description of industry, main types of business;

Issuer's Report (« comply or explain» ) on the implementation of the principles of corporate governance;

Number of issued and paid financial instruments, specifying how many of them are included in a regulated market;

information on shareholders' meetings, draft decisions to be examined, decisions adopted - at least for the last year of report;

Issuer's statutes;

Issuer's Management Board or Supervisory Board regulation or a document equated thereto that regulates its work, as well as the Issuer's remuneration policy and the shareholders' meeting procedure regulation, if such has been adopted;

Description of the tasks of Supervisory Board committees, if such have been established, as well as information on the work performed by the committees;

information on present Issuer's Supervisory Board and Management 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 Management Board and Supervisory Board members;

Issuer's shareholders which/who own at least 5% of the Issuer's shares; and information on changes of shareholders;

Financial reports and annual reports of the Issuer prepared in compliance with the procedure specified in legal acts and the Stock Exchange regulations;

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.

*“Rīgas kuģu būvētava” applies this best practice provision are available in the registered office of « Rīgas kuģu būvētava”. Detailed information on members of the Management Board and Supervisory Board is available in the registered office of « Rīgas kuģu būvētava”, taking into consideration regulations of the Personal Data Protection Law.*

## **5. 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 Management Board to identify the shortcomings in the administration of the Issuer as well as facilitates that the Supervisory Board's task - to supervise the work of the Management Board - is fulfilled efficiently.

### **5.1. 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.

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

*“Rīgas kuģu būvētava” applies this best practice provision.*

5.1.2. 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 characterise the most essential potential and existing risks in relation to the business of the Issuer.

*“Rīgas kuģu būvētava” applies this best practice provision.*

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

*“Rīgas kuģu būvētava” applies this best practice provision.*

5.1.4. 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.

*“Rīgas kuģu būvētava” applies this best practice provision.*

5.1.5. 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.

*“ Rīgas kuģu būvētava” applies this best practice provision.*

5.1.6. 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 Management Board.

*“Rīgas kuģu būvētava” applies this best practice provision.*

## **6. AUDIT COMMITTEE**

The Audit Committee is established by the Issuer's shareholders' meeting decision, in accordance with requirements of the law defining the principles of operation and scope of liability.

6.1.1. Audit Committee's functions and responsibilities of the Committee should be set rules or the equivalent document.

*“ Rīgas kuģu būvētava” applies this best practice provision.*

6.1.2. To ensure the effective operation of the audit committee preferably composed of at least three members who have sufficient knowledge of bookkeeping and financial reporting, as one of the Audit Committee's main areas of activity are issues relating to the Issuer's financial reporting and control.

*“Rīgas kuģu būvētava” applies this best practice provision.*

6.1.3. All audit committee members should have available information on the Issuer's accounting methods used. Board shall inform the Audit Committee on the methods used in assessing the significant and unusual transactions in which an assessment can be applied to different methods, as well as ensure that the audit committee have access to all the statutory information.

*“Rīgas kuģu būvētava” applies this best practice provision.*

6.1.4. The Issuer must ensure that the Audit Committee can be obtained from the issuer's officers, board members and other staff of the Committee on the operation of the necessary information, as well as the right to conduct an independent investigation to matters within their jurisdiction detect violations of the Issuer.

*“Rīgas kuģu būvētava” applies this best practice provision.*

6.1.5. The Audit Committee shall take decisions within their jurisdiction, and of his activities to the shareholders' meeting.

*“Rīgas kuģu būvētava” applies this best practice provision.*

## 7. REMUNERATION POLICY

**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.**

7.1.1. 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.

*“Rīgas kuģu būvētava” in part provides that the principle of the Council shall determine the remuneration of the Board only.*

7.1.2. 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.

*Variable remuneration is not provided.*

7.1.3. 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

*Variable remuneration is not provided.*

7.1.4. 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.

*Variable remuneration is not provided.*

7.1.5. 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 variable part of remuneration is not provided.*

7.1.6. 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.

*“Rīgas kuģu būvētava” ensure compliance with this principle*

**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.**

7.2.1. 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.

*“Rīgas kuģu būvētava” ensure compliance with this principle.*

7.2.2. Remuneration report must contain at least the following information:

- A) information on the remuneration policy to the Issuer's board members the previous financial year, indicating in particular the substantial amendments made to the Issuer's remuneration policy as compared with the previous financial year;
- 2) the applicable wage variable and constant proportion to the officer category pay;
- 3) sufficient information about the attraction of pay and performance;
- 4) information about the issuer's policy for the contract to be concluded by the Issuer's management organs, the conditions (for a contract time-period of notice of contract termination, including termination payments to be made in case);
- 5) information on the applicable bonus schemes and any other tangible benefit to be allocated to the main parameters and rationale;
- 6) a description of any applicable pension or early retirement schemes;
- 7) a statement of each person, which, during the year taken a council or board member's office, paid salaries and other emoluments received in the form of material things, including this title that information.

*“Rīgas kuģu būvētava” ensure that principal. and 7. p observance of the board remuneration not depend on the results, it has no variable part.*

7.2.3. To avoid duplication of information, the Issuer Remuneration Report may omit this section shall be required information when it is already mentioned in the Issuer's remuneration policy. In this case, given the reference to remuneration report, the remuneration policies and an indication of where the Issuer's remuneration policy is available.

*“Rīgas kuģu būvētava” ensure compliance with this principle.*

7.2.4. If the issuer believes that this recommendation to the said disclosure could lead to open commercially sensitive information that might adversely affect the Issuer's strategic position, the Issuer shall not disclose that information, stating the reason.

*Principle application is required.*

7.2.5. 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.

*“ Rīgas kuģu būvētava ” ensure that principal. and 4. p respect for other points in the payments not suitable.*

7.2.6. 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.).

*There is no need to apply this principle.*

7.2.7. 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.

*There is no need to apply this principle.*

7.2.8. 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.

*There is no need to apply this principle.*



### Remuneration report.

1st Stock company Board members pay.

Under the shareholders' meeting decision of the Board member's remuneration is determined as a fixed monthly rate.

- 1.1. Sergei Golitsyn (01.01.2009 .- 05.06.2009.)  
Council Chairman (06.05.2009 .- 31.12.2009.) 56000 LVL: (per year)
- 1.2. Anatoli Ustinov (01.01.2009 .- 05.06.2009.)  
Vice-Chairman (06.05.2009 .- 31.12.2009.) 56000 LVL;
- 1.3. Zeibots Gaidis Andrejs (06.05.2009 .- 31.12.2009.) 12000 LVL;
- 1.4. Kaksītis Juris (01.01.2009 .- 05.06.2009.)  
(16.09.2009 .- 31.12.2009.) 30000 LVL;
- 1.5. Chernavsky Alexander (01.01.2009 .- 05.06.2009.)  
(06.05.2009 .- 31.12.2009.) 28000 LVL.

2nd Stock company board members remuneration.

Society board members term remuneration is determined and approved by the Board of society as a fixed monthly rate, which depends on the member of the Board to be taken to the range and experiences.

- 2.1. Melniks Vasili (01.01.2009 .- 31.12.2009.) 96000 LVL;
- 2.2. Komarovs Igor (01.01.2009 .- 31.12.2009.) 63378 LVL;
- 2.3. Larisa Artemenko (01.01.2009 .- 12/31/2009.) 38466 LVL.
- 2.4. Irina Rudzati (01.01.2009 .- 31.12.2009.) 27995 LVL;