

Supervisory board's independence criteria in accordance with the new Latvian Corporate Governance Code:

1. Has not been a member of the Board, procurator, commercial trustee or employee of the company, its related companies or the controlling shareholder of the company for the previous three years and does not hold the said positions while holding the position of Member of the supervisory board.
2. Not a member, employee, representative or person advising a competing company on the board or council of a competing company.
3. In addition to the remuneration received as a member of the supervisory board, does not receive or has not received significant additional remuneration from the company, its related companies or from the controlling shareholder of the company.
4. Does not represent the company's controlling shareholders, either directly or indirectly.
5. Has not had any significant business relationship with the company, its related companies or the controlling shareholder of the company during the last three years prior to the approval of the person as a member of the supervisory board.
6. Has not been an internal controller, auditor or employee of a company performing the functions of an external auditor for the company, related companies or a company that is a controlling shareholder of the company during the last three years.
7. Has not been a member of the company's council for more than ten years in a row.
8. Does not own more than 10% of the company's shares.
9. Is not the family member of a board member or shareholder with the specified amount of participation or a family member of the persons to whom the above criteria apply. For the purpose of this paragraph, parents, grandparents, children, grandchildren, adopted children, adoptive parents, brother, sister, half-brother, half-sister, spouse are considered family members.