

## AS BALTIKA

### CORPORATE GOVERNANCE REPORT, 2007

The Corporate Governance Code (CGC) of the Tallinn Stock Exchange is a set of rules and principles which is designed, above all, for listed companies. Since the provisions of CGC are recommendations by nature, the company need not observe all of them. However, where the company does not comply, it has to provide an explanation in its corporate governance report. The “comply or explain” approach has been mandatory for listed companies since 1 January 2006.

AS Baltika adheres to all applicable laws and regulations. As a public company, Baltika also observes the rules of the Tallinn Stock Exchange and the requirement to treat investors and shareholders equally. Accordingly, Baltika complies, in all material respects, with the provisions of CGC. Explanations for departures from CGC are provided below. In addition, our corporate governance report contains information on the annual general meeting of 2007, the supervisory council, management board and explains Baltika’s governance structure and processes.

#### **CGC Article 2.2.1.**

*The chairman of the supervisory council shall conclude a contract of service with each member of the management board for discharge of their functions.*

Members of Baltika’s management board are responsible for strategic areas and their duties are not limited to the ones provided in the Commercial Code and the company’s Articles of Association (management and representation of the company). Therefore, the company has concluded employment contracts with members of the management board, not contracts of service. The Chairman of the Management Board Meelis Milder is the Group’s CEO, Ülle Järv the CFO, Maire Milder the Director of the Retail Division and Boriss Loifenfeld the Director of Wholesale and CIS Projects.

#### **CGC Article 2.2.7.**

*The basic salary, performance pay, severance package, and other benefits and bonus schemes of a management board member as well as their essential features (incl. features based on comparison, incentives and risk) shall be published in clear and unambiguous form on the website of the issuer and in the corporate governance report. Information shall be deemed clear and unambiguous if it directly expresses the amount of expense to the issuer or the amount of foreseeable expense as of the day of disclosure.*

The remuneration and other benefits provided to members of the management board are set out in their employment contracts. Owing to the confidentiality of the contracts, Baltika does not disclose the remuneration and benefits provided to each member of the management board. However, Baltika discloses the total amount of remuneration provided to members of the supervisory council and management board in the management report section of its interim and annual reports. In 2007, the figure amounted to 4.8 million kroons (0.3 million euros). The contractual severance benefits of members of the management board range from 6- to 12-fold monthly remuneration.

Members of the management board, like other employees, are eligible to performance pay in accordance with the company’s bonus scheme, which is based on the performance of profit centres. The maximum bonus level for the chairman of the management board/CEO is 1.5% of the company’s net profit for the financial year although the actual disbursement may not exceed one annual salary. The bonuses of other members of the management board/directors are linked to the performance of their respective profit centres but the actual disbursements may not exceed one half to two thirds of their annual salary. Annual bonuses are paid in three portions. Two payments are made in advance and the final one is calculated and made after the financial statements have been audited. The bonus of the chairman of the management board/CEO is determined by the supervisory council. The bonuses of members of the management board are determined by the chairman of the supervisory council based on a proposal made by the chairman of the management board.

Members of the management board, similarly to all executives working under a director’s contract, are eligible to one funded pension contribution of up to one month’s salary per year, provided they have worked in the director’s position for at least three years. Members of the management board may use a company car and are eligible to other benefits provided for in the company’s internal rules. Members of the management board have participated in the convertible bond (option) programs arranged for Baltika’s employees and are eligible to do so in the future.



In 2007, members of the management board participated in a convertible bond program designed for the company's top and middle management, which was approved by the annual general meeting in 2007. The terms and conditions of the bonds are provided in the resolutions of the annual general meeting. Changes in management board members' interests in the company are disclosed in the company's share register, which is available on the website of the Estonian Central Register of Securities ([www.e-register.ee](http://www.e-register.ee)), as well as in the company's interim and annual reports.

#### **CGC Article 3.2.5.**

*The remuneration of a member of the supervisory council (amount and disbursement procedure) shall be disclosed in the issuer's corporate governance report. Basic and additional remuneration (severance and other monetary benefits) shall be disclosed separately.*

The annual general meeting of 2006 passed the motion that the emoluments of members of the supervisory council should remain the same as decided by the extraordinary general meeting of 8 December 2004. The remuneration of the chairman of the supervisory council amounts to 10 thousand kroons (639 euros) per month and the remuneration of a member of the supervisory council to 6 thousand kroons (383 euros) per month. A member of the supervisory council is not eligible to severance compensation or any other monetary benefits.

#### **CGC Article 5.6.**

*The issuer shall disclose the dates and places of meetings with analysts, and presentations and press conferences organized for analysts, investors or institutional investors on its website. The issuer shall enable shareholders to attend the above meetings and shall make the texts of the presentations available on its website.*

In accordance with the rules of the Tallinn Stock Exchange, Baltika first discloses all material and price sensitive information through the stock exchange system. The information disseminated at meetings and press conferences is limited to previously disclosed data. All information which has been made public, including presentations made at meetings, is available on the company's website ([www.baltikagroup.com](http://www.baltikagroup.com)), which lists the contacts of persons who can provide further information. Presenting a schedule of meetings on the corporate website is not currently relevant.

As a rule, the issuer cannot enable other shareholders to attend the meetings held with institutional investors and analysts. To ensure the objectivity and unbiased nature of the meetings, institutional investors observe internal rules which do not allow third parties to attend such meetings.

#### **CGC Article 6.2.**

*Election of the auditor and auditing of the annual accounts.*

In accordance with the company's Articles of Association, the auditor(s) is (are) appointed by the general meeting for the performance of a single audit or for a specific term. The annual general meeting which convened on 21 May 2007, appointed AS PricewaterhouseCoopers as the auditor of the company's annual financial statements for 2007. According to the audit agreement, the engagement partner is Urmas Kaarlep and the engagement manager Eva Jansen. The audit fee is fixed in an agreement which is concluded by the management board. The company ensures the auditor's independence by rotating the engagement partner and engagement manager every five years.

### **GOVERNANCE PRINCIPLES AND ADDITIONAL INFORMATION**

AS Baltika is a public limited company whose governing bodies are the shareholders' general meeting, the supervisory council and the management board.

#### **General meeting**

The general meeting is the company's highest governing body. General meetings may be annual or extraordinary. The annual general meeting convenes once a year within six months after the end of the company's financial year. An extraordinary general meeting is called by the management board when the company's net assets have declined below the level required by the law or when calling of a meeting is demanded by the supervisory council, the auditor, or shareholders whose voting power represents at least one tenth of the company's share capital. A general meeting may adopt resolutions when more than half of the votes represented by shares are present. The set of shareholders entitled to participate in a general meeting is determined at 8 a.m. at the date of the general meeting.

The annual general meeting of 2007 was held on 21 May at 24 Veerenni in Tallinn, Estonia. A total of 3,478,776 shares were represented (55.97% of the voting stock). The meeting approved the company's annual report and profit allocation proposal for 2006, amendments to the Articles of Association, an increase in share capital through a bonus issue and a convertible bonds issue. In addition, the general meeting approved the auditor and the audit fee. The chairman of the management board informed shareholders about Baltika's plans and prospects for 2007.

### Supervisory council

The supervisory council plans the activities of the company, organises the management of the company and supervises the activities of the management board. The supervisory council meets according to need but not less frequently than once every three months. A meeting of the supervisory council has a quorum when more than half of the members participate. A resolution of the supervisory council is adopted when more than half of the members of the supervisory council who participate in the meeting vote in favour. Each member of the supervisory council has one vote. In 2007, the supervisory council met six times.

According to the Articles of Association, Baltika's supervisory council has three to five members. The members are elected by the general meeting for a period of three years. The current council was elected by the annual general meeting in 2006 and it has five members.

The present members of the supervisory council are Tiina Mõis (chairman), Reet Saks, Gert Tiivas, Allan Remmelkoor and Andres Erm. Mrs Mõis is the director of the investment firm AS Genteel and a member of the councils of several Estonian companies. Mrs Saks is an attorney with Law Office Raidla & Partnerid, a long-term partner of Baltika. Mrs Saks has been a member of Baltika's supervisory council since 1997. Mr Tiivas is the chief executive of East Capital Explorer, a Swedish listed company, and represents East Capital, a leading asset management company with a focus on East European markets and one of Baltika's largest institutional investors. Allan Remmelkoor, the chief executive of AS Kristiine Kaubanduskeskus which operates the Kristiine Centre in Tallinn, Estonia, contributes valuable retail expertise. Andres Erm has extensive experience with emerging markets in Eastern Europe which are also targeted by Baltika. Andres Erm is the only council member that owns shares in the company (108,000 shares or 0.58% of share capital as at the end of 2007).

### Management board

The management board is a governing body which represents and manages the company in its daily activity in accordance with the law and the Articles of Association. The management board has to act in the best economic interests of the company. According to the Articles of Association, Baltika's management board may have three to seven members who are elected by the supervisory council for a period of three years. The supervisory council may also remove a member of the management board.

The members of the management board elect a chairman from among themselves who organises the activities of the management board. Every member of the management board may represent the company in all legal acts.

Baltika's management board has four members: Meelis Milder (chairman), Ülle Järv, Maire Milder and Boriss Loifenfeld. On 28 August 2006, the supervisory council decided to extend the board members' term of office for another three years. Members of the management board have been with the company from 8 to 23 years.

Management board members are Baltika's largest shareholders through the holding company OÜ BMIG, which at the end of 2007 held 22.85% of Baltika's share capital. In addition, management board members have their individual shareholdings. Consequently, through their direct and indirect holdings, at the end of 2007 management board members controlled 29.64% of the company's share capital.

### Shareholdings of members of the management board at 31 December 2007

	Number of shares	Holding
OÜ BMIG	4,261,120	22.85%
Meelis Milder	741,549	3.98%
Maire Milder	316,083	1.70%
Boriss Loifenfeld	150,366	0.81%
Ülle Järv	57,570	0.31%
<b>Total OÜ BMIG and management board members</b>	<b>5,526,688</b>	<b>29.64%</b>
<b>Baltika's share capital</b>	<b>18,644,850</b>	<b>100%</b>