



Securities Commission of the Republic of Lithuania

2009-07-09  
Klaipėda

I, responsible person, confirm that in consideration of 17 June 2009 Securities Commission of the Republic of Lithuania writing No. 06-836 (11.03-02) submitted remarks concerning Company's annual report for 2008, Company's 9 July 2009 appended annual report for 2008 is not reviewed by Company's auditors.

Director

Ramunas Marozas



# **Klaipėdos Baldai AB**

**ANNUAL REPORT FOR 2008**

### **1. Reporting period covered by the Annual Report**

The Annual Report of Klaipėdos Baldai AB covers the year 2008.

### **2. Basic information about the Issuer**

Name of the Issuer	AB KLAIPĖDOS BALDAI
Authorised share capital	LTL 8,166,312
Official seat	Joniškės g. 21; 91267 Klaipėda, Republic of Lithuania
Telephone	(46) 31 39 35 (46) 31 39 60
Facsimile	(46) 31 39 51
E-mail	<a href="mailto:info@kbaldai.lt">info@kbaldai.lt</a>
Legal organisational form	public company
Date and place of incorporation	3 March 1993, Klaipėda City Council
Registration certificate No.	AB 93-59
Code of Legal Entities' Register	140656052

### **3. Nature of the Issuer's operations**

The Issuer's core line of business is manufacturing of furniture

### **4. Information about the agreements with intermediaries of securities' public turnover**

On 30 November 2006, Klaipėdos Baldai AB signed the agreement No. S-Gend-231 with SEB Vilnius Bankas AB (Gedimino g. 12, LT-01103 Vilnius, tel. (5)268 2687, fax (5)262 6043) on securities account management and service provision.

### **5. Information about trade in the Issuer's securities in the regulated markets**

On 9 August 1994, securities of Klaipėdos Baldai AB were entered on the lists of the Vilnius Stock Exchange. Currently, 8,166,312 ordinary registered shares with a nominal value of LTL 1 and a total nominal value of LTL 8,166,312 of Klaipėdos Baldai AB are listed on the Additional List of the Vilnius Stock Exchange.

### **6. Structure of the Issuer's authorised share capital**

The authorised share capital of the Company registered at the Ministry of Economy of the Republic of Lithuania amounts to LTL 8,166,312. The table below presents the structure of the Company's authorised share capital according to types of shares.

Type of shares	Number of shares	Nominal value (LTL)	Total nominal value	Percentage in the authorised share capital (%)
Ordinary registered shares	8,166,312	1	8,166,312	100.00
<b>Total</b>	<b>8,166,312</b>	<b>-</b>	<b>8,166,312</b>	<b>100.00</b>

All shares of KLAIPĖDOS BALDAI AB are fully paid. There have been no changes in the authorised share capital over the last period

An ordinary registered share grants to its owner (shareholder) the following property rights:

1. To receive a portion of the Company's profit (dividend);
2. To receive a portion of the assets of the Company in liquidation;

3. To receive shares free of charge when the authorised capital is increased from the Company's funds, save exceptions stipulated in the Law on Companies of the Republic of Lithuania;
4. To acquire shares or convertible bonds issued by the Company by the right of pre-emption, except when the general shareholders meeting decides to recall the right of pre-emption for all the shareholders in accordance with the procedure prescribed by the Law on Companies of the Republic of Lithuania;
5. To lend money to the Company in any manner prescribed by the laws; however, when borrowing money from its shareholders, the Company has no right to mortgage its property to the shareholders. When the Company borrows money from its shareholder, interest rate may not exceed the average interest rate of commercial banks located in the lender's place of residence or business, that is effective at the time of concluding a loan agreement. In such a case the Company and shareholders are forbidden to agree upon higher interest rates;
6. To transfer all shares or part thereof to other persons;
7. To demand that other shareholders would compulsorily sell their shares to them, or to demand that other shareholders would compulsorily buy shares from them in cases and in the order prescribed by the Law on the Securities Market;
8. Other property rights established by the laws.

An ordinary registered share grants to its owner (shareholder) the following personal non-property rights:

1. To attend general shareholders meetings;
2. To vote at general shareholders meetings under the rights granted by the shares. One ordinary registered share grants one vote;
3. To receive information about the Company to the extent prescribed by the laws;
4. Other non-property rights established by the laws.

## 7. Shareholders

As at 31 December 2008, the total number of shareholders of KLAIPĖDOS BALDAI AB was 823.

The table below lists the major shareholders of the Company.

Full name of the shareholder (company name, type, official seat, code of the Legal Entities' Register)	Number of ordinary registered shares owned by the shareholder (units)	Percentage of the authorised share capital (%)	Percentage of votes conferred by shares owned (%)
SBA furniture Group UAB, 300103836 Laisvės pr. 3, Vilnius	5708441	69,90	69,90
Hansabank Clients, 10060701 Liivalaia 8, Tallinn	434698	5,32	5,32
Virgilijus Rančys Priekulės g. 12, Kaunas	200 000	2,45	2,45
Association Pramonės ir Marketingo Biznio Centras, 134292039 K.Donelaičio g. 62, Kaunas	262 374	3,21	3,21

Skandinaviska Enskilda Banken AB Finnish Clients, 5020329081 Sergels Torg 2, 10640 Stockholm, Sweden	295 327	3,62	3,62
Other shareholders	1 265472	15,5	15,5
Total	8 166 312	100	100

There are no shareholders holding special control rights.

There are no restrictions imposed on voting rights.

There are no mutual agreements between shareholders of which the Issuer is aware and due to which restrictions on transfer of securities and/or voting rights may be imposed.

Klaipėdos Baldai AB had no own shares.

### **8. Amendment procedure of the Issuer's Articles of Association**

The Articles of Association of Klaipėdos Baldai AB grant an exclusive right to the General Shareholder Meeting of Klaipėdos Baldai AB to amend the Company's Articles of Association except for the cases established by the Law on Companies of the Republic of Lithuania. A decision on the amendment of the Articles of Association is adopted by a 2/3 majority of votes of shareholders present at the General Shareholder Meeting.

### **9. Issuer's bodies**

There were no loans, guarantees or sureties granted to the members of the management bodies of the Company during a reporting period. The gross average amounts of payroll, bonuses and other payments made from profit to the members of the management bodies of the Company are presented in the table below:

	Payroll , LTL	Bonuses, LTL (paid during 2008)	Other payments from profit, LTL
Members of management bodies	-	-	-
Head of administration (Director of the Company)	297,755	-	-

Transactions with related parties are disclosed in the financial statements for 2008.

There are no agreements between the Company and members of its management bodies or its employees on compensations that would be paid if they resigned or were dismissed without valid reason or because of change in the control of the Company.

The Articles of Association of Klaipėdos Baldai AB stipulate that the Company shall have the following management bodies: the General Shareholders Meeting, the Supervisory Board, the Board and the Company's Director.

Decisions of the General Shareholders Meeting adopted on the issues assigned within its powers by the Company's Articles of Association shall be mandatory to shareholders, the Supervisory Board, the Board, the Director and other employees of the Company.

Persons who were shareholders of the Company at the end of the record date of the General Shareholder Meeting have the right to attend the General Shareholder Meeting. The record date of the Company Meeting shall be the fifth working day before the General Shareholder Meeting or the fifth working day before the repeat General Shareholder Meeting. A person attending the General Shareholder Meeting and entitled to vote shall produce a document which is a proof of his personal identity. A person who is not a shareholder shall in addition produce a document certifying his right to vote at the General Shareholder Meeting.

The Supervisory Board, a collegial supervisory body, shall be elected by the General Shareholder Meeting according to the procedure laid down in the Law on Companies of the Republic of Lithuania. The Supervisory

Board shall be composed of 3 (three) members. The Supervisory Board shall be elected for the period of 4 (four) years. The Chairman of the Supervisory Board shall be elected from the members of the Supervisory Board. The General Shareholder Meeting may remove from office the entire Supervisory Board or its individual members before the expiry of the term of the Supervisory Board's office. Where individual members of the Supervisory Board are elected, the term of office for which they are elected shall be only until the expiry of the term of office of the current Supervisory Board.

The Supervisory Board shall elect members of the Board and remove them from office; shall supervise the activities of the Board and the Company Director; shall submit its comments and proposals to the General Meeting on the operating strategy of the Company, annual financial statements, draft of profit appropriation and the annual report of the Company as well as the activities of the Board and the Company Manager; shall submit its proposals to the Board and the Company Manager to revoke their decisions which are not in conformity with the laws and other legal acts, the Articles of Association of the Company or the decisions of the General Shareholder Meeting; shall address other issues assigned within its powers by the decisions of the General Shareholder Meeting regarding the supervision of the activities of the Company and its management bodies. The Supervisory Board shall not be entitled to assign or delegate its functions prescribed by the Law on Companies of the Republic of Lithuania to other bodies of the Company.

The Board is a collegial management body of the Company composed of 3 (three) members. The Board shall be elected by the Supervisory Board for the period of 4 (four) years. The Supervisory Board may remove from office the entire Board or its individual members before the expiry of their term. Where individual members of the Board are elected, the term of office for which they are elected shall be only until the expiry of the term of office of the current Board. The Chairman of the Board shall be elected from the members of the Board.

The Board shall elect and remove from office the Company Manager, fix his salary and set other terms of the employment contract, approve his job description, provide incentives for him and impose penalties.

Director shall be the Manager of the Company. The Manager of the Company is a single-person management body of the Company that organises the Company's activities. Powers and responsibility of the members of the Company's administration shall be defined by the order of the Director.

There are no significant agreements between the Company and the third parties that would come into force; change or cease as a result of change in the control of the Company.

#### **10. Members of the collegial bodies, the Company Manager**

##### **SUPERVISORY BOARD (31 December 2008)**

No.	Position	Name, surname	Participation in the Issuer's authorised share capital (shares) %	Percentage of votes %	Qualification
1.	Chairman	Egidijus Valentinavičius	-	-	Higher education in the field of economy (economics and management) Vice President of Business Management (Private Limited Liability Company (UAB) Concern "SBA")
2.	Member	Dalia Maleckienė	-	-	Higher education in the field of engineering (production management) Head of Business Planning (Private Limited Liability Company (UAB) Concern "SBA")
3.	Member	Virgilijus Rančys	2.45	2.45	Higher education in the field of economy (finance and credit) Head of Treasury (Private Limited Liability Company (UAB) Concern "SBA")

**BOARD** (31 December 2008)

No.	Position	Name, surname	Beginning of the term of office	End of the term of office	Participation in the Issuer's authorised share capital (shares) %	Percentage of votes %
1.	Chairman	Ričerdas Kiaurakis	25/04/2008	25/04/2012	-	-
2.	Member	Audronė Mineikienė	25/04/2008	25/04/2012	-	-
3.	Member	Nikolajus Ivanovas	25/04/2008	25/04/2012	-	-

**HEAD OF ADMINISTRATION** (31 December 2008)

Position	Name, surname	Position held from	Participation in the Issuer's authorised share capital (shares) %	Percentage of votes %
Director	Ramūnas Marozas	01/04/2008	-	-

With effect from 2 October 2006, the bookkeeping of the Company is performed by SBA Baldu Kompanija UAB according to the agreement on the provision of bookkeeping services signed with this company.

**11. Objective overview of the Company's financial position, performance and development, description of its exposure to key risks and contingencies**

After World War II a factory producing matches and thatches for export was reopened in Klaipėda. In 1954, the factory was reorganised to the company of furniture production and the company first started its activities in that year. In 1956, mass production of furniture was started.

In 1975, the manufacturing consolidation "Klaipėda" was established. In 1980, the integrated quality management system was introduced at the manufacturing consolidation "Klaipėda" and the export of production to the countries of the Western Europe was started.

In 1990, after the reorganisation of the manufacturing consolidation "Klaipėda", the state furniture company was established with the separation of Rietavas furniture factory. In 1991, the first phase of privatisation of the Company was started.

The Company was privatised by way of public subscription of shares and was registered as a public company with Klaipėda City Council with the authorised share capital amounting to LTL 742,392 on 3 March 1993.

It was resolved at the General Meeting of Shareholder held on 5 March 1996 to increase the authorised share capital 10 times by making transfers from the revaluation reserve of property, plant and equipment and apply to the Lithuanian Securities Commission regarding the registration of additional issue of securities. Consequently, the additional issue of 7,423,920 ordinary registered shares increased the authorised share capital of the Company up to LTL 8,166,312.

The quality management system under the international standard ISO 9001 was introduced and certified at the Company in 1997 and re-certified in 2000. After the review audit performed in 1998 and 1999 experts concluded that the Company's quality management system complies with ISO 9001 requirements and operates effectively. In 1999, the Company was awarded with the National Quality Prize.

In 1999, the Environment Protection Management System (ISO 14001) was introduced and certified at the Company.

From 2000 the recertification audit on the Environment Protection Management System under the requirements of ISO 14001:1998 standards is being carried out.

In 2002, the Quality Management System was recertified under requirements of the new standards LST EN ISO 9001:2001. The main feature of the new standards is the process-based quality management system designed to increase client satisfaction and his appreciation of the Company's products acquired.

In 2007, Klaipėdos Baldai AB and SBA Baldų Kompanija were recertified under the standards ISO 14001:1998 and LST EN ISO 9001:2001.

Aiming to maintain and strengthen the position occupied in the local market, fully satisfy needs of customers and fulfil their expectations, the Company's specialists experiment and design new products. The latest products of the Company reflect a modern way of life and global fashion trends.

Currently, the Company offers 30 different pieces furniture for residential purposes.

Most of such furniture is produced using chipboard. All new products were highly appreciated by customers.

The production process at the Company is being organised and managed according to the requirements of ISO 9001 and 14001 standards. The core line of business of the Company is the serial furniture production using chipboard of various thickness coated with natural veneer, synthetic decorative film or laminate. The Company uses only certified products and raw materials.

The major production objectives for 2008 include ensurance of quality of products and increase in production output. A full utilisation of facilities, optimal arrangement of technological processes, a more accurate investments into new facilities should help to achieve these objectives.

Having the aim of maintaining the occupied position in the furniture markets and increase this market share, the Company will continue specialisation in production of residential furniture for the local and mainly for foreign markets.

In 2008, the Company produced pieces of furniture of 3 categories: shelves for residential premises, chest-of-drawers and other furniture. Thirty different products of these categories are produced in a month. The Company does not plan to significantly expand the product range.

When performing its business activities the Company is exposed to a variety of risks.

Financial risk management is carried out by the Board. More information about financial-risk management can be found in Note 3.1 of the Company's Explanatory Letter.

Credit risk is mostly affected by the financial position of SBA Baldų Kompanija UAB, since most of the Company's revenue is generated from SBA Baldų Kompanija UAB. Prudent liquidity risk management implies maintaining sufficient cash and cash equivalents necessary to cover the expected expenditures. The Company makes short-term cash flow forecasts. The Company has signed contracts with the banks to ensure the availability of funding upon necessity.

Market risk: the Company's core products are realised by SBA Baldų Kompanija UAB. Marketing and sale functions are carried out by SBA Baldų Kompanija UAB.

Risk of change in inventory (raw materials) price arises due to constantly growing prices of raw materials. Raw materials are purchased via SBA Baldų Kompanija UAB, thereby enabling to expect more favourable prices from the suppliers of raw materials through consolidation of purchases of several companies.

Product quality risk: Since 1997, the Company has Quality Management System, which has been effectively operating in compliance with the requirements of a new standard LST EN ISO 9001:2001. This is affirmed through annual audits by the experts of TUV CERT. The problems faced are analysed and solved on a regular basis, the operations are subject to continuous improvements by selecting a better Quality Management Development stage – Overall Quality Management.

Environmental risk: Environment protection management system was introduced at Klaipėdos Baldai AB in 1999 in accordance with ISO 14001 standard requirements. For modernization of manufacturing process, only up-to-date, patented and more environmentally friendly technology is acquired. Environment protection management system requires continuous and systematic monitoring of effectiveness of the system, assessment and forecasting of outcomes. For that purpose monitoring is carried out to observe changes over certain time (energy costs to furniture production ratio, energy resources costs per 1,000 m2 of manufactured products and etc.). Moreover, internal and external audits are carried out for the existing system.

Staff risk: In 2008, a lower number of employees was made redundant. This was mostly caused by effective staff motivation policy and good adaptability of newly hired employees to the requirements and objectives of the



Company. The Company is focused on improving its labour productivity and simultaneously increasing the level of remuneration.

The Company's Board is responsible for the development and verification of the sequence and directions of the Company's internal-control actions, while the Company's Director is responsible for the implementation thereof. The following sequence of internal-control actions is established in the Company:

1. Determination of standards (control standards define effectiveness indicators);
2. Comparison of actual data with planned data;
3. Decision-making.

Internal-control directions vary depending on changes inside the Company and in the external environment.

## **12. Analysis of financial and non-financial performance**

The Company's key performance indicators are as follows:

<b>Indicator</b>	<b>2007</b>	<b>2008</b>
Sales revenue, LTL million	154,3	185,3
Profit before tax, LTL million	4,08	4,447
Labour productivity per employee, LTL	21271	27624
Inventory turnover, in days	20,3	14,9
Assets, LTL million	94,6	97,6
Debt ratio, %	37	36,1
Liquidity ratio	1,68	2,01

In 2008, sales of Klaipėdos Baldai AB increased by 20.1 per cent and profit before tax rose by 9 per cent as compared 2007. In 2008, labour productivity per employee increased by 29.9 per cent or by LTL 6,353 as compared to 2007. In 2008, inventory turnover improved and equalled to 14.9 days that is higher by 26.6 per cent as compared to 20.3 days in 2007. In 2008, the Company's assets rose up by LTL 3 million or 3.2 per cent as compared to 2007. In 2008, the Company's financial situation improved as indicated by a lower debt ratio and higher liquidity ratio.

### *Investments*

In 2008, the amount allocated for investments equalled to LTL 4.38 million. The major part of this amount (LTL 3.84 million) was allocated for the acquisition of equipment, LTL 2.3 million of which was invested in the production line of drawers and LTL 0.64 million was invested in the facility of paperboard splitting.

### *Staff*

According to the data of 31 December 2008, the average recorded number of employees was 637; 597 among them were workers that constitute 93.7 per cent of all employees and 40 were managers and specialists that constitute 6.3 per cent of all employees. In 2008, the Company employed 45 employees who had acquired a higher education, 39 – non-higher professional education, 112 – vocational education, 78 – special secondary education, 315 – secondary education and 48 – unfinished secondary education.

In 2008, the Company incurred LTL 72,776 of staff training expenses.

The table below presents the average number of employees and the average remuneration.

	<b>2008</b>
Average number of employees, persons	637
Average monthly remuneration of the employee, LTL	2,387
Average monthly remuneration of managers and specialist, LTL	5,600
Average monthly remuneration of the worker, LTL	2,172

In 2008, there were no major changes in the number of employees. The number of employees changed slightly due to changes in production volumes during the year.

The Company's collective agreement does not stipulate special rights and obligations of the Issuer's employees or a group of employees.

A more detailed information on the Company's operational and financial performance for 2008 is provided in the financial statements.

### **13. Information on the Company's branches and representative offices**

The Company has no branches or representative offices.

### **14. Information on the Company's research and development activities**

In 2008, the Company was not engaged in research and development activities.

### **15. Significant and latest events in the Issuer's activity**

All significant events that occurred in 2008 have been communicated to the Vilnius Stock Exchange and the Securities Commission as required by the Rules on Periodic Disclosure of Information about the Issuers' Activities and their Securities.

#### Sales in 2007 (23/01/2008)

In 2007, sales amounted to LTL 154,331 thousand.

#### Audited results of operations for 2007 (29/02/2008)

On 29 February 2008, the Board of Klaipėdos Baldai AB approved the audited result of operations for 2007: sales – LTL 154,331 thousand, profit before tax – LTL 4,080 thousand, net profit – LTL 3,016 thousand.

#### Regarding the change of the Company's Director (15/03/2008 and 28/03/2008)

On 15 March 2008, the Board of Klaipėdos Baldai AB approved the application submitted by Eimuntas Jankauskas regarding his resignation from the position of the Company's Director in relation to his employment in other company of SBA group.

On 28 March 2008, the Board of Klaipėdos Baldai AB appointed Ramūnas Marozas to the position of the Company's Director.

#### General Shareholder Meeting (25/04/2008)

On 15 March 2008, the Board of Klaipėdos Baldai AB decided to convene the General Shareholder Meeting on 25 April 2008. The Board of Klaipėdos Baldai AB decided not to propose to the General Shareholder Meeting to appropriate profit for dividends, but rather to allocate available funds for investments

On 25 April 2008, the General Shareholder Meeting was convened.

The General Shareholder Meeting decided as follows:

- to approve of the report of the Supervisory Board and the Auditor's Report;
- to approve of the Company's operating report for 2007;
- to approve of the Company's financial statements for 2007;

- to approve profit appropriation: reserves to settle for the own stocks LTL 2,500 thousand, the remaining amount of profit, LTL 28,610 thousand, was not subject to appropriation;
- to approve of the audit firm PriceWaterhouseCooper UAB the auditor for 2008.
- to elect the following persons to be the members of the Supervisory Council: Dalia Maleckienė, Egidijus Valentinavičius and Virgilijus Rancys.

Performance of the first quarter of 2008 (28/05/2008)

Sales for the period from January to March of 2008 amounted to LTL 43,058 thousand, profit before tax was LTL 344 thousand.

Performance of a six-month period of 2008 (29/08/2008)

Sales for the period from January to June of 2008 amounted to LTL 90,271 thousand, profit before tax was LTL 968 thousand.

Performance of a nine-month period of 2008 (27/11/2008)

Sales for the period from January to September of 2008 amounted to LTL 140,711 thousand, profit before tax was LTL 3,234 thousand

**Significant events subsequent to the end of the financial year**

Regarding the change of the members of the Company's Board (11/02/2009)

The resigned members of the Board Audronė Mineikienė and Nikolajus Ivanovas were replaced by Rasa Žvirblienė and Eimuntas Jankauskas who were appointed to the positions of the Board's members with effect from 13 February 2009.

Performance of 2008 (27/02/2009)

Sales of 2008 of Klaipėdos Baldai AB amounted to LTL 185,283 thousand, profit before tax was LTL 4,648 thousand.

All information about the Company's material events is available at <http://www.nasdaqomxbaltic.com>.

**16. Issuer's business plans and perspectives for 2009**

- In 2009, 11.2 per cent lower sales are predicted; to achieve a gross profitability of 4.6 per cent.
- to pursue a consistent implementation of the Quality Policy, to maintain the Quality Management System in accordance with LST EN ISO 9001:2001 standard requirements;
- to improve work efficiency and reduce manufacturing costs;
- to pursue a consistent implementation of standardisation and automation project of business management processes of SBA Group.

Manufacturing process at the Company is organised and implemented in accordance with the requirements of ISO 9001 and 14001 standards. The core line of business is a serial production of furniture using chipboards of various thickness coated with natural veneer, synthetic decorative film or laminate. The Company uses only certified products and raw materials.

For the purpose of maintaining production volumes the Company plans not only to promote product quality in 2009 but also to adjust the range of products according to the needs of customers.

When addressing the issue of production improvement and enhancement, the Company plans to allocate LTL 1.04 million for investments in production process in 2009.

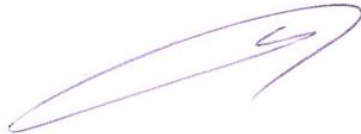
#### **17. Information about the compliance with the Governance Code**

Klaipėdos Baldai AB confirms its further substantial compliance with the recommendational Governance Code approved on August 2006 at the Vilnius Stock Exchange for the listed companies.

Since the Company does not form the audit committee, its functions are being carried out by the Supervisory Council as indicated in the report on the compliance with the Governance Code

KLAIPĖDOS BALDAI AB

Director



Ramūnas Marozas

**Disclosure form concerning the compliance with the Governance Code for the companies listed on the regulated market of Klaipėdos baldai AB**

The public company *Klaipėdos baldai AB* following Article 21 paragraph 3 of the Law on Securities of the Republic of Lithuania and item 20.5 of the Trading Rules of the Vilnius Stock Exchange, discloses its compliance with the Governance Code, approved by the VSE for the companies listed on the regulated market, and its specific provisions. In the event of non-compliance with the Code or with certain provisions thereof, it must be specified which provisions are not complied with and the reasons of non-compliance.

PRINCIPLES/ RECOMMENDATIONS	YES/NO /NOT APPLICAB	COMMENTARY
<b>Principle I: Basic Provisions</b> <b>The overriding objective of a company should be to operate in common interests of all the shareholders by optimizing over time all shareholder value.</b>		
1.1. A company should adopt and make public the company's development strategy and objectives by clearly declaring how the company intends to meet the interests of its shareholders and optimize shareholder value.	YES	Published in the company's periodic reports and is available on the Stock Exchange and the committee of the securities websites.
1.2. All management bodies of a company should act in furtherance of the declared strategic objectives in view of the need to optimize shareholder value.	YES	
1.3. A company's supervisory and management bodies should act in close co-operation in order to attain maximum benefit for the company and its shareholders.	YES	
1.4. A company's supervisory and management bodies should ensure that the rights and interests of persons other than the company's shareholders (e.g. employees, creditors, suppliers, clients, local community), participating in or connected with the company's operation, are duly respected.	YES	

<b>Principle II: The corporate governance framework</b> <b>The corporate governance framework should ensure the strategic guidance of the company, the effective oversight of the company's management bodies, an appropriate balance and distribution of functions between the company's bodies, protection of the shareholders' interests.</b>
---

2.1. Besides obligatory bodies provided for in the Law on Companies of the Republic of Lithuania — a general shareholders' meeting and the chief executive officer, it is recommended that a company should set up both a collegial supervisory body and a collegial management body. The setting up of collegial bodies for supervision and management facilitates clear separation of management and supervisory functions in the company, accountability and control on the part of the chief executive officer, which, in its turn, facilitate a more efficient and transparent management process.	YES	The Company's bodies are as follows: a general shareholders' meeting, a supervisory board (a collegial supervisory body), a management board (a collegial management body), and the chief executive officer.
2.2. A collegial management body is responsible for the strategic management of the company and performs other key functions of corporate governance. A collegial supervisory body is responsible for the effective supervision of the company's management bodies.	YES	The functions of a collegial supervisory body and a collegial management body are set in the company's rules and regulations following the requirements of law on Private companies of the Lithuanian Republic.
2.3. Where a company chooses to form only one collegial body, it is recommended that it should be a supervisory body, i.e. the supervisory board. In such a case, the supervisory board is responsible for the effective monitoring of the functions performed by the company's chief executive officer.	N/A	Both a supervisory board and a management board are formed in the company.
2.4. The collegial supervisory body to be elected by the general shareholders' meeting should be set up and should act in the manner defined in Principles III and IV. Where a company should decide not to set up a collegial supervisory body but rather a collegial management body, i.e. the board, Principles III and IV should apply to the board as long as that does not contradict the essence and purpose of this body. <sup>1</sup>	YES	Unenforceable provisions are commented in separate clauses on principles III and IV
2.5. Company's management and supervisory bodies should comprise such number of board (executive directors) and supervisory (non-executive directors) board members that no individual or small group of individuals can dominate decision-making on the part of these bodies. <sup>2</sup>	YES	A company's management comprises 3 members while a supervisory board also consists of 3 members. The chief executive officer is not a member of the company's management board or its supervisory board.

<sup>1</sup> Provisions of Principles III and IV are more applicable to those instances when the general shareholders' meeting elects the supervisory board, i.e. a body that is essentially formed to ensure oversight of the company's board and the chief executive officer and to represent the company's shareholders. However, in case the company does not form the supervisory board but rather the board, most of the recommendations set out in Principles III and IV become important and applicable to the board as well. Furthermore, it should be noted that certain recommendations, which are in their essence and nature applicable exclusively to the supervisory board, should not be applied to the board, as the competence and functions of these bodies according to the Law on Companies of the Republic of Lithuania (*Official Gazette*, 2003, No 123-5574) are different. For instance, item 3.1 of the Code concerning oversight of the management bodies applies to the

extent it concerns the oversight of the chief executive officer of the company, but not of the board itself; item 4.1 of the Code concerning recommendations to the management bodies applies to the extent it relates to the provision of recommendations to the company's chief executive officer; item 4.4 of the Code concerning independence of the collegial body elected by the general meeting from the company's management bodies is applied to the extent it concerns independence from the chief executive officer.

Definitions '*executive director*' and '*non-executive director*' are used in cases when a company has only one collegial body.

2.6. Non-executive directors or members of the supervisory board should be appointed for specified terms subject to individual re-election, at maximum intervals provided for in the Lithuanian legislation with a view to ensuring necessary development of professional experience and sufficiently frequent reconfirmation of their status. A possibility to remove them should also be stipulated however this procedure should not be easier than the removal procedure for an executive director or a member of the management board.	YES	In accordance with the company's rules, the term of office of supervisory board members lasts 4 years. According to the company's rules and regulations and valid legislation, it is not forbidden to re-elect these members for other terms.
2.7. Chairman of the collegial body elected by the general shareholders' meeting may be a person whose current or past office constitutes no obstacle to conduct independent and impartial supervision. Where a company should decide not to set up a supervisory board but rather the board, it is recommended that the chairman of the board and chief executive officer of the company should be a different person. Former company's chief executive officer should not be immediately nominated as the chairman of the collegial body elected by the general shareholders' meeting. When a company chooses to depart from these recommendations, it should furnish information on the measures it has taken to ensure impartiality of the supervision.	YES	Chairman of the supervisory board has never been the company's chief executive officer.
<b>Principle III: The order of the formation of a collegial body to be elected by a general shareholders' meeting</b> <b>The order of the formation a collegial body to be elected by a general shareholders meeting should ensure representation of minority shareholders, accountability of this body to the shareholders and objective monitoring of the company's operation and its management bodies.</b>		
3.1. The mechanism of the formation of a collegial body to be elected by a general shareholders' meeting (hereinafter in this Principle referred to as the 'collegial body') should ensure objective and fair monitoring of the company's management bodies as well as representation of minority shareholders.	YES	Following the requirements of law on Private companies of the Lithuanian Republic, a collegial supervisory body is formed on disclosing the information to the shareholders about the candidates for the company's collegial supervisory body.

Attention should be drawn to the fact that in the situation where the collegial body elected by the general shareholders' meeting is the board, it is natural that being a management body it should ensure oversight not of all management bodies of the company, but only of the single-person body of management, i.e. the company's chief executive officer. This note shall apply in respect of item 3.1 as well.



3.2. Names and surnames of the candidates to become members of a collegial body, information about their education, qualification, professional background, positions taken and potential conflicts of interest should be disclosed early enough before the general shareholders' meeting so that the shareholders would have sufficient time to make an informed voting decision. All factors affecting the candidate's independence, the sample list of which is set out in Recommendation 3.7, should be also disclosed. The collegial body should also be informed on any subsequent changes in the provided information. The collegial body should, on yearly basis, collect data provided in this item on its members and disclose this in the company's annual report.	YES	The information about the candidates for the company's collegial supervisory body was provided to the shareholders together with the announcement of a general shareholders' meeting and the agenda of the general shareholders' meeting when the supervisory board was being elected.
3.3. Should a person be nominated for members of a collegial body, such nomination should be followed by the disclosure of information on candidate's particular competences relevant to his/her service on the collegial body. In order shareholders and investors are able to ascertain whether member's competence is further relevant, the collegial body should, in its annual report, disclose the information on its composition and particular competences of individual members which are relevant to their service on the collegial body.	NO	This recommendation is realized on disclosing the shareholders the information about the candidates for the company's collegial supervisory body. The information about the qualification of the members of the collegial supervisory body is provided in the Annual report of the company.
3.4. In order to maintain a proper balance in terms of the current qualifications possessed by its members, the collegial body should determine its desired composition with regard to the company's structure and activities, and have this periodically evaluated. The collegial body should ensure that it is composed of members who, as a whole, have the required diversity of knowledge, judgment and experience to complete their tasks properly. The members of the audit committee, collectively, should have a recent knowledge and relevant experience in the fields of finance, accounting and/or audit for the stock exchange listed companies.	YES	The members of the collegial supervisory body do the active work in different fields in other companies, which ensures the adequacy of the competence in their current duties. The information about the qualification of the members of the collegial supervisory body is provided in the Annual report of the company.
3.5. All new members of the collegial body should be offered a tailored program focused on introducing a member with his/her duties, corporate organization and activities. The collegial body should conduct an annual review to identify fields where its members need to update their skills and knowledge.	NO	The members of the collegial supervisory body do the active work in different fields in other companies, which ensures the adequacy of the competence in their current duties.

3.6. In order to ensure that all material conflicts of interest related with a member of the collegial body are resolved properly, the collegial body should comprise a sufficient number of independent members.	NO	The independence of the members of the collegial supervisory body was not considered by the company by now.
3.7. A member of the collegial body should be considered to be independent only if he is free of any business, family or other relationship with the company, its controlling shareholder or the management of either, that creates a conflict of interest such as to impair his judgment. Since all cases when member of the collegial body is likely to become dependant are impossible to list, moreover, relationships and circumstances associated with the determination of independence may vary amongst companies and the best practices of solving this problem are yet to evolve in the course of time, assessment of independence of a member of the collegial body should be based on the contents of the relationship and circumstances rather than their form. The key criteria for identifying whether a member of the collegial body can be considered to be independent are the following: 1) He/she is not an executive director or member of the board (if a collegial body elected by the general shareholders' meeting is the supervisory board) of the company or any associated company and has not been such during the last five years; 2) He/she is not an employee of the company or some any company and has not been such during the last three years, except for cases when a member of the collegial body does not belong to the senior management and was elected to the collegial body as a representative of the employees; 3) He/she is not receiving or has been not receiving significant additional remuneration from the company or associated company other than remuneration for the office in the collegial body. Such additional remuneration includes participation in share options or some other performance based pay systems; it does not include compensation payments for the previous office in the company (provided that such payment is no way related with later position) as per pension plans (inclusive of deferred compensations);	NO	The independence of the members of the collegial supervisory body was not considered by the company by now.

<sup>4</sup> The Code does not provide for a concrete number of independent members to comprise a collegial body. Many codes in foreign countries fix a concrete number of independent members (e.g. at least 1/3 or 1/2 of the members of the collegial body) to comprise the collegial body. However, having regard to the novelty of the institution of independent members in Lithuania and potential problems in finding and electing a concrete number of independent members, the Code provides for a more flexible wording and allows the companies themselves to decide what number of independent members is sufficient. Of course, a larger number of independent members in a collegial body is encouraged and will constitute an example of more suitable corporate governance.

<sup>5</sup> It is notable that in some companies all members of the collegial body may, due to a very small number of minority shareholders, be elected by the votes of the majority shareholder or a few major shareholders. But even a member of the collegial body elected by the majority shareholders may be considered independent if he/she meets the independence criteria set out in the Code.

<p>4) He/she is not a controlling shareholder or representative of such shareholder (control as defined in the Council Directive 83/349/EEC Article 1 Part 1);</p> <p>5) He/she does not have and did not have any material business relations with the company or associated company within the past year directly or as a partner, shareholder, director or superior employee of the subject having such relationship. A subject is considered to have business relations when it is a major supplier or service provider (inclusive of financial, legal, counseling and consulting services), major client or organization receiving significant payments from the company or its group;</p> <p>6) He/she is not and has not been, during the last three years, partner or employee of the current or former external audit company of the company or associated company;</p> <p>7) He/she is not an executive director or member of the board in some other company where executive director of the company or member of the board (if a collegial body elected by the general shareholders' meeting is the supervisory board) is non-executive director or member of the supervisory board, he/she may not also have any other material relationships with executive directors of the company that arise from their participation in activities of other companies or bodies;</p> <p>8) He/she has not been in the position of a member of the collegial body for over than 12 years;</p> <p>9) He/she is not a close relative to an executive director or member of the board (if a collegial body elected by the general shareholders' meeting is the supervisory board) or to any person listed in above items 1 to 8. Close relative is considered to be a spouse (common-law spouse), children and parents.</p>		
---	--	--

3.8. The determination of what constitutes independence is fundamentally an issue for the collegial body itself to determine. The collegial body may decide that, despite a particular member meets all the criteria of independence laid down in this Code, he cannot be considered independent due to special personal or company-related circumstances.	NO	The independence of the members of the collegial supervisory body was not considered by the company by now..
3.9. Necessary information on conclusions the collegial body has come to in its determination of whether a particular member of the body should be considered to be independent should be disclosed. When a person is nominated to become a member of the collegial body, the company should disclose whether it considers the person to be independent. When a particular member of the collegial body does not meet one or more criteria of independence set out in this Code, the company should disclose its reasons for nevertheless considering the member to be independent. In addition, the company should annually disclose which members of the collegial body it considers to be independent.	NO	The independence of the members of the collegial supervisory body was not considered by the company by now.
3.10. When one or more criteria of independence set out in this Code has not been met throughout the year, the company should disclose its reasons for considering a particular member of the collegial body to be independent. To ensure accuracy of the information disclosed in relation with the independence of the members of the collegial body, the company should require independent members to have their independence periodically re-confirmed.	NO	The independence of the members of the collegial supervisory body was not considered by the company by now.
3.11. In order to remunerate members of a collegial body for their work and participation in the meetings of the collegial body, they may be remunerated from the company's funds. . The general shareholders' meeting should approve the amount of such remuneration.	N/A	The members of the collegial supervisory body were not remunerated from the company's funds in 2008.
<b>Principle IV: The duties and liabilities of a collegial body elected by the general shareholders meeting</b> <b>The corporate governance framework should ensure proper and effective functioning of the collegial body elected by the general shareholders' meeting, and the powers granted to the collegial body should ensure effective monitoring of the company's management bodies and protection of interests of all the company's shareholders.</b>		

<sup>6</sup> It is notable that currently it is not yet completely clear, in what form members of the supervisory board or the board may be remunerated for their work in these bodies. The Law on Companies of the Republic of Lithuania (*Official Gazette*, 2003, No 123-5574) provides that members of the supervisory board or the board may be remunerated for their work in the supervisory board or the board by payment of annual bonuses (tantiems) in the manner prescribed by Article 59 of this Law, i.e. from the company's profit. The current wording, contrary to the wording effective before 1 January 2004, eliminates the exclusive requirement that annual bonuses (tantiems) should be the *only* form of the company's compensation to members of the supervisory board or the board. So it seems that the Law contains no prohibition to remunerate members of the supervisory board or the board for their work in other forms, besides bonuses, although this possibility is not expressly stated either.

<sup>7</sup> See Footnote 3.

<sup>8</sup> See Footnote 3. In the event the collegial body elected by the general shareholders' meeting is the board, it should provide recommendations to the company's single-person body of management, i.e. the company's chief executive officer.

4.1. The collegial body elected by the general shareholders' meeting (hereinafter in this Principle referred to as the 'collegial body') should ensure integrity and transparency of the company's financial statements and the control system. The collegial body should issue recommendations to the company's management bodies and monitor and control the company's management performance. <sup>8</sup>	YES	The supervisory board elected by the company provides the general shareholders' meeting with reviews and offers regarding the company's annual financial statements, proposed profit appropriation, and the company's annual report.
4.2. Members of the collegial body should act in good faith, with care and responsibility for the benefit and in the interests of the company and its shareholders with due regard to the interests of employees and public welfare. Independent members of the collegial body should (a) under all circumstances maintain independence of their analysis, decision-making and actions (b) do not seek and accept any unjustified privileges that might compromise their independence, and (c) clearly express their objections should a member consider that decision of the collegial body is against the interests of the company. Should a collegial body have passed decisions independent member has serious doubts about, the member should make adequate conclusions. Should an independent member resign from his office, he should explain the reasons in a letter addressed to the collegial body or audit committee and, if necessary, respective company-not-pertaining body (institution).	YES	According to the data owned by the company, all members of the collegial body act in good faith in the interests of the company, follow the company's interests and not those of their own or third parties so that they could keep their independent view on making decisions.
4.3. Each member should devote sufficient time and attention to perform his duties as a member of the collegial body. Each member of the collegial body should limit other professional obligations of his (in particular any directorships held in other companies) in such a manner they do not interfere with proper performance of duties of a member of the collegial body. In the event a member of the collegial body should be present in less than a half of the meetings of the collegial body throughout the financial year of the company, shareholders of the company should be notified.	YES	Company's members of the collegial body perform their duties properly: take an active part in the collegial body meetings and, as a collegial member, devotes sufficient time to perform his duties.

<sup>9</sup> It is notable that companies can make this requirement more stringent and provide that shareholders should be informed about failure to participate at the meetings of the collegial body if, for instance, a member of the collegial body participated at less than 2/3 or 3/4 of the meetings. Such measures, which ensure active participation in the meetings of the collegial body, are encouraged and will constitute an example of more suitable corporate governance.

4.4. Where decisions of a collegial body may have a different effect on the company's shareholders, the collegial body should treat all shareholders impartially and fairly. It should ensure that shareholders are properly informed on the company's affairs, strategies, risk management and resolution of conflicts of interest. The company should have a clearly established role of members of the collegial body when communicating with and committing to shareholders.	YES	Following the Law on Private Companies of the Lithuanian Republic, the collegial body's method of cooperation with the shareholders is set in the company's rules and regulations.
4.5. It is recommended that transactions (except insignificant ones due to their low value or concluded when carrying out routine operations in the company under usual conditions), concluded between the company and its shareholders, members of the supervisory or managing bodies or other natural or legal persons that exert or may exert influence on the company's management should be subject to approval of the collegial body. The decision concerning approval of such transactions should be deemed adopted only provided the majority of the independent members of the collegial body voted for such a decision.	YES	There were none of such transactions in 2008.
4.6. The collegial body should be independent in passing decisions that are significant for the company's operations and strategy. Taken separately, the collegial body should be independent of the company's management bodies <sup>10</sup> . Members of the collegial body should act and pass decisions without an outside influence from the persons who have elected it. Companies should ensure that the collegial body and its committees are provided with sufficient administrative and financial resources to discharge their duties, including the right to obtain, in particular from employees of the company, all the necessary information or to seek independent legal, accounting or any other advice on issues pertaining to the competence of the collegial body and its committees.	YES	

In the event the collegial body elected by the general shareholders' meeting is the board, the recommendation concerning its independence from the company's management bodies applies to the extent it relates to the independence from the company's chief executive officer.

<p>4.7. Activities of the collegial body should be organized in a manner that independent members of the collegial body could have major influence in relevant areas where chances of occurrence of conflicts of interest are very high. Such areas to be considered as highly relevant are issues of nomination of company's directors, determination of directors' remuneration and control and assessment of company's audit. Therefore when the mentioned issues are attributable to the competence of the collegial body, it is recommended that the collegial body should establish nomination, remuneration, and audit committees. Companies should ensure that the functions attributable to the nomination, remuneration, and audit committees are carried out. However they may decide to merge these functions and set up less than three committees. In such case a company should explain in detail reasons behind the selection of alternative approach and how the selected approach complies with the objectives set forth for the three different committees. Should the collegial body of the company comprise small number of members, the functions assigned to the three committees may be performed by the collegial body itself, provided that it meets composition requirements advocated for the committees and that adequate information is provided in this respect. In such case provisions of this Code relating to the committees of the collegial body (in particular with respect to their role, operation, and transparency) should apply, where relevant, to the collegial body as a whole.</p>	NO	<p>None of the committees were formed in the company by now. Following the company's rules and valid legislation, the indicated issues are considered by the company's supervisory board, management board and the chief executive officer.</p>
<p>4.8. The key objective of the committees is to increase efficiency of the activities of the collegial body by ensuring that decisions are based on due consideration, and to help organize its work with a view to ensuring that the decisions it takes are free of material conflicts of interest. Committees should present the collegial body with recommendations concerning the decisions of the collegial body. Nevertheless the final decision shall be adopted by the collegial body. The recommendation on creation of committees is not intended, in principle, to constrict the competence of the collegial body or to remove the matters considered from the purview of the collegial body itself, which remains fully responsible for the decisions taken in its field of competence.</p>	N/A	<p>The company's supervisory board, management board and the chief executive officer are considering the indicated issues.</p>

<p>4.9. Committees established by the collegial body should normally be composed of at least three members. In companies with small number of members of the collegial body, they could exceptionally be composed of two members. Majority of the members of each committee should be constituted from independent members of the collegial body. In cases when the company chooses not to set up a supervisory board, remuneration and audit committees should be entirely comprised of non-executive directors. Chairmanship and membership of the committees should be decided with due regard to the need to ensure that committee membership is refreshed and that undue reliance is not placed on particular individuals.</p>	N/A	<p>The company's supervisory board, management board and the chief executive officer are considering the indicated issues.</p>
<p>4.10. Authority of each of the committees should be determined by the collegial body. Committees should perform their duties in line with authority delegated to them and inform the collegial body on their activities and performance on regular basis. Authority of every committee stipulating the role and rights and duties of the committee should be made public at least once a year (as part of the information disclosed by the company annually on its corporate governance structures and practices). Companies should also make public annually a statement by existing committees on their composition, number of meetings and attendance over the year, and their main activities. Audit committee should confirm that it is satisfied with the independence of the audit process and describe briefly the actions it has taken to reach this conclusion.</p>	N/A	<p>The company's supervisory board, management board and the chief executive officer are considering the indicated issues.</p>
<p>4.11. In order to ensure independence and impartiality of the committees, members of the collegial body that are not members of the committee should commonly have a right to participate in the meetings of the committee only if invited by the committee. A committee may invite or demand participation in the meeting of particular officers or experts. Chairman of each of the committees should have a possibility to maintain direct communication with the shareholders. Events when such are to be performed should be specified in the regulations for committee activities.</p>	N/A	<p>The company's supervisory board, management board and the chief executive officer are considering the indicated issues.</p>



<p>4.12. Nomination Committee.</p> <p>4.12.1. Key functions of the nomination committee should be the following:</p> <ul style="list-style-type: none"> <li>• Identify and recommend, for the approval of the collegial body, candidates to fill board vacancies. The nomination committee should evaluate the balance of skills, knowledge and experience on the management body, prepare a description of the roles and capabilities required to assume a particular office, and assess the time commitment expected. Nomination committee can also consider candidates to members of the collegial body delegated by the shareholders of the company;</li> <li>• Assess on regular basis the structure, size, composition and performance of the supervisory and management bodies, and make recommendations to the collegial body regarding the means of achieving necessary changes;</li> <li>• Assess on regular basis the skills, knowledge and experience of individual directors and report on this to the collegial body;</li> <li>• Properly consider issues related to succession planning;</li> <li>• Review the policy of the management bodies for selection and appointment of senior management.</li> </ul> <p>4.12.2. Nomination committee should consider proposals by other parties, including management and shareholders. When dealing with issues related to executive directors or members of the board (if a collegial body elected by the general shareholders' meeting is the supervisory board) and senior management, chief executive officer of the company should be consulted by, and entitled to submit proposals to the nomination committee.</p>	N/A	<p>The company's supervisory board, management board and the chief executive officer are considering the indicated issues.</p>
---	-----	--

<p>4.13. Remuneration Committee.</p> <p>4.13.1. Key functions of the remuneration committee should be the following: • Make proposals, for the approval of the collegial body, on the remuneration policy for members of management bodies and executive directors. Such policy should address all forms of compensation, including the fixed remuneration, performance-based remuneration schemes, pension arrangements, and termination payments. Proposals considering performance-based remuneration schemes should be accompanied with recommendations on the related objectives and evaluation criteria, with a view to properly aligning the pay of executive director and members of the management bodies with the long-term interests of the shareholders and the objectives set by the collegial body; • Make proposals to the collegial body on the individual remuneration for executive directors and member of management bodies in order their remunerations are consistent with company's remuneration policy and the evaluation of the performance of these persons concerned. In doing so, the committee should be properly informed on the total compensation obtained by executive directors and members of the management bodies from the affiliated companies; • Make proposals to the collegial body on suitable forms of contracts for executive directors and members of the management bodies; • Assist the collegial body in overseeing how the company complies with applicable provisions regarding the remuneration-related information disclosure (in particular the remuneration policy applied and individual remuneration of directors); • Make general recommendations to the executive directors and members of the management bodies on the level and structure of remuneration for senior management (as defined by the collegial body) with regard to the respective information provided by the executive directors and members of the management bodies.</p> <p>4.13.2. With respect to stock options and other share-based incentives which may be granted to directors or other employees, the committee should: • Consider general policy regarding the granting of the above mentioned schemes, in particular stock options, and make any related proposals to the collegial body; • Examine the related information that is given in the company's annual report and documents intended for the use during the shareholders meeting; • Make proposals to the collegial body regarding the choice between granting options to subscribe shares or granting options to purchase shares, specifying the reasons for its choice as well as the consequences that this choice has.</p> <p>4.13.3. Upon resolution of the issues attributable to the competence of the remuneration committee, the committee should at least address the chairman of the collegial body and/or chief executive officer of the company for their opinion on the remuneration of other executive directors or members of the management bodies.</p>	N/A	The company's supervisory board, management board and the chief executive officer are considering the indicated issues.
--	-----	---

<p>4.14. Audit Committee.</p> <p>4.14.1. Key functions of the audit committee should be the following: • Observe the integrity of the financial information provided by the company, in particular by reviewing the relevance and consistency of the accounting methods used by the company and its group (including the criteria for the consolidation of the accounts of companies in the group); • At least once a year review the systems of internal control and risk management to ensure that the key risks (inclusive of the risks in relation with compliance with existing laws and regulations) are properly identified, managed and reflected in the information provided; • Ensure the efficiency of the internal audit function, among other things, by making recommendations on the selection, appointment, reappointment and removal of the head of the internal audit department and on the budget of the department, and by monitoring the responsiveness of the management to its findings and recommendations. Should there be no internal audit authority in the company, the need for one should be reviewed at least annually; • Make recommendations to the collegial body related with selection, appointment, reappointment and removal of the external auditor (to be done by the general shareholders' meeting) and with the terms and conditions of his engagement. The committee should investigate situations that lead to a resignation of the audit company or auditor and make recommendations on required actions in such situations; • Monitor independence and impartiality of the external auditor, in particular by reviewing the audit company's compliance with applicable guidance relating to the rotation of audit partners, the level of fees paid by the company, and similar issues. In order to prevent occurrence of material conflicts of interest, the committee, based on the auditor's disclosed inter alia data on all remunerations paid by the company to the auditor and network, should at all times monitor nature and extent of the non-audit services. Having regard to the principals and guidelines established in the 16 May 2002 Commission Recommendation 2002/590/EC, the committee should determine and apply a formal policy establishing types of non-audit services that are (a) excluded, (b) permissible only after review by the committee, and (c) permissible without referral to the committee; • Review efficiency of the external audit process and responsiveness of management to recommendations made in the external auditor's management letter.</p>	N/A	The functions of audit committee are performed by supervisory board.
---	-----	--

<p>4.14.2. All members of the committee should be furnished with complete information on particulars of accounting, financial and other operations of the company. Company's management should inform the audit committee of the methods used to account for significant and unusual transactions where the accounting treatment may be open to different approaches. In such case a special consideration should be given to company's operations in offshore centers and/or activities carried out through special purpose vehicles (organizations) and justification of such operations.</p> <p>4.14.3. The audit committee should decide whether participation of the chairman of the collegial body, chief executive officer of the company, chief financial officer (or superior employees in charge of finances, treasury and accounting), or internal and external auditors in the meetings of the committee is required (if required, when). The committee should be entitled, when needed, to meet with any relevant person without executive directors and members of the management bodies present.</p> <p>4.14.4. Internal and external auditors should be secured with not only effective working relationship with management, but also with free access to the collegial body. For this purpose the audit committee should act as the principal contact person for the internal and external auditors.</p> <p>4.14.5. The audit committee should be informed of the internal auditor's work program, and should be furnished with internal audit's reports or periodic summaries. The audit committee should also be informed of the work program of the external auditor and should be furnished with report disclosing all relationships between the independent auditor and the company and its group. The committee should be timely furnished information on all issues arising from the audit.</p> <p>4.14.6. The audit committee should examine whether the company is following applicable provisions regarding the possibility for employees to report alleged significant irregularities in the company, by way of complaints or through anonymous submissions (normally to an independent member of the collegial body), and should ensure that there is a procedure established for proportionate and independent investigation of these issues and for appropriate follow-up action.</p> <p>4.14.7. The audit committee should report on its activities to the collegial body at least once in every six months, at the time the yearly and half-yearly statements are approved.</p>		
---	--	--

4.15. Every year the collegial body should conduct the assessment of its activities. The assessment should include evaluation of collegial body's structure, work organization and ability to act as a group, evaluation of each of the collegial body member's and committee's competence and work efficiency and assessment whether the collegial body has achieved its objectives. The collegial body should, at least once a year, make public (as part of the information the company annually discloses on its management structures and practices) respective information on its internal organization and working procedures, and specify what material changes were made as a result of the assessment of the collegial body of its own activities.	NO	There's no such a policy within the company, like evaluation of the work done by the supervisory board as well as making a report on it.
<b>Principle V: The working procedure of the company's collegial bodies</b> <b>The working procedure of supervisory and management bodies established in the company should ensure efficient operation of these bodies and decision-making and encourage active co-operation between the company's bodies.</b>		
5.1. The company's supervisory and management bodies (hereinafter in this Principle the concept 'collegial bodies' covers both the collegial bodies of supervision and the collegial bodies of management) should be chaired by chairpersons of these bodies. The chairperson of a collegial body is responsible for proper convocation of the collegial body meetings. The chairperson should ensure that information about the meeting being convened and its agenda are communicated to all members of the body. The chairperson of a collegial body should ensure appropriate conducting of the meetings of the collegial body. The chairperson should ensure order and working atmosphere during the meeting.	YES	This recommendation is realized by the chairmen of the supervisory and management boards.
5.2. It is recommended that meetings of the company's collegial bodies should be carried out according to the schedule approved in advance at certain intervals of time. Each company is free to decide how often to convene meetings of the collegial bodies, but it is recommended that these meetings should be convened at such intervals, which would guarantee an interrupted resolution of the essential corporate governance issues. Meetings of the company's supervisory board should be convened at least once in a quarter, and the company's board should meet at least once a month.	NO	Meetings of the company's management board are convened at least once in a quarter, and the company's supervisory board should meet at least once a year. The meetings of the management and supervisory boards can be convened more frequently, if needed.

<sup>11</sup> The frequency of meetings of the collegial body provided for in the recommendation must be applied in those cases when both additional collegial bodies are formed at the company, the board and the supervisory board. In the event only one additional collegial body is formed in the company, the frequency of its meetings may be as established for the supervisory board, i.e. at least once in a quarter.

5.3. Members of a collegial body should be notified about the meeting being convened in advance in order to allow sufficient time for proper preparation for the issues on the agenda of the meeting and to ensure fruitful discussion and adoption of appropriate decisions. Alongside with the notice about the meeting being convened, all the documents relevant to the issues on the agenda of the meeting should be submitted to the members of the collegial body. The agenda of the meeting should not be changed or supplemented during the meeting, unless all members of the collegial body are present or certain issues of great importance to the company require immediate resolution.	YES	
5.4. In order to co-ordinate operation of the company's collegial bodies and ensure effective decision-making process, chairpersons of the company's collegial bodies of supervision and management should closely co-operate by co-ordinating dates of the meetings, their agendas and resolving other issues of corporate governance. Members of the company's board should be free to attend meetings of the company's supervisory board, especially where issues concerning removal of the board members, their liability or remuneration are discussed.	YES	

<b>Principle VI: The equitable treatment of shareholder rights</b> <b>The corporate governance framework should ensure the equitable treatment of all shareholders, including minority and foreign shareholders. The corporate governance framework should protect the rights of the shareholders.</b>		
6.1. It is recommended that the company's capital should consist only of the shares that grant the same rights to voting, ownership, dividend and other rights to all their holders.	YES	Company's authorized share capital consisting of ordinary shares grant the same rights to all company's shareholders.
6.2. It is recommended that investors should have access to the information concerning the rights attached to the shares of the new issue or those issued earlier in advance, i.e. before they purchase shares.	YES	None of company's new shares were issued during 2008. Information about the rights attached to the shares of the new issue is provided in company's rules the Annual report of the company.

<sup>12</sup> The Law on Companies of the Republic of Lithuania (*Official Gazette*, 2003, No 123-5574) no longer assigns resolutions concerning the investment, transfer, lease, mortgage or acquisition of the long-terms assets accounting for more than 1/20 of the company's authorised capital to the competence of the general shareholders' meeting. However, transactions that are important and material for the company's activity should be considered and approved by the general shareholders' meeting. The Law on Companies contains no prohibition to this effect either. Yet, in order not to encumber the company's activity and escape an unreasonably frequent consideration of transactions at the meetings, companies are free to establish their own criteria of material transactions, which are subject to the approval of the meeting. While establishing these criteria of material transactions, companies may follow the criteria set out in items 3, 4, 5 and 6 of paragraph 4 of Article 34 of the Law on Companies or derogate from them in view of the specific nature of their operation and their attempt to ensure uninterrupted, efficient functioning of the company.

6.3. Transactions that are important to the company and its shareholders, such as transfer, investment, and pledge of the company's assets or any other type of encumbrance should be subject to approval of the general shareholders' meeting. <sup>12</sup> All shareholders should be furnished with equal opportunity to familiarize with and participate in the decision-making process when significant corporate issues, including approval of transactions referred to above, are discussed.	NO	Company follows the requirements of law on Private companies of the Lithuanian Republic.
6.4. Procedures of convening and conducting a general shareholders' meeting should ensure equal opportunities for the shareholders to effectively participate at the meetings and should not prejudice the rights and interests of the shareholders. The venue, date, and time of the shareholders' meeting should not hinder wide attendance of the shareholders. Prior to the shareholders' meeting, the company's supervisory and management bodies should enable the shareholders to lodge questions on issues on the agenda of the general shareholders' meeting and receive answers to them.	YES	
6.5. It is recommended that documents on the course of the general shareholders' meeting, including draft resolutions of the meeting, should be placed on the publicly accessible website of the company in advance <sup>13</sup> . It is recommended that the minutes of the general shareholders' meeting after signing them and/or adopted resolutions should be also placed on the publicly accessible website of the company. Seeking to ensure the right of foreigners to familiarize with the information, whenever feasible, documents referred to in this recommendation should be published in English and/or other foreign languages. Documents referred to in this recommendation may be published on the publicly accessible website of the company to the extent that publishing of these documents is not detrimental to the company or the company's commercial secrets are not revealed.	NO	<p>This information is not disclosed on the company's website.</p> <p>The company does not disclose information in English as by now the company's shareholders did not show their interest in receiving the information in English.</p> <p>While preparing the documents referred to the shareholders' general meeting, the company follows its own rules and the rules of law on Private companies of the Lithuanian Republic.</p> <p>The documentation prepared for the annual shareholders meeting, including decisions of the shareholders meeting are disclosed through the Vilnius Stock exchange information system. Upon request documentation is provided to the shareholders by an e-mail.</p>
6.6. Shareholders should be furnished with the opportunity to vote in the general shareholders' meeting in person and in absentia. Shareholders should not be prevented from voting in writing in advance by completing the general voting ballot.	YES	Company's shareholders can realize/materialize their right to take part in general shareholders' meeting both in person and in absentia in case a person has a valid/proper/suitable warrant/authorization or an agreement on voting right transfer/disposal in the manner prescribed by legislation. The company also has to provide conditions for the shareholders so that they could vote by completing the general vote ballot as it is required by the law on Private companies of the Lithuanian Republic.

<p>6.7. With a view to increasing the shareholders' opportunities to participate effectively at shareholders' meetings, the companies are recommended to expand use of modern technologies in voting processes by allowing the shareholders to vote in general meetings via terminal equipment of telecommunications. In such cases security of telecommunication equipment, text protection and a possibility to identify the signature of the voting person should be guaranteed. Moreover, companies could furnish its shareholders, especially foreigners, with the opportunity to watch shareholder meetings by means of modern technologies.</p>	<p>N/A</p>	<p>By now there was no need to realize this recommendation in the company.</p>
--	------------	--

<sup>13</sup> The documents referred to above should be placed on the company's website in advance with due regard to a 10-day period before the general shareholders' meeting, determined in paragraph 7 of Article 26 of the Law on Companies of the Republic of Lithuania (Official Gazette, 2003, No 123-5574).



<b>Principle VII: The avoidance of conflicts of interests and their disclosure</b> <b>The corporate governance framework should encourage members of the corporate bodies to avoid conflicts of interest and assure transparent and effective mechanism of disclosure of conflicts of interests regarding members of the corporate bodies.</b>		
7.1. Any member of the company's supervisory and management body should avoid a situation, in which his/her personal interests are in conflict or may be in conflict with the company's interests. In case such a situation did occur, a member of the company's supervisory and management body should, within reasonable time, inform other members of the same collegial body or the company's body that has elected him/her, or to the company's shareholders about a situation of a conflict of interest, indicate the nature of the conflict and value, where possible.	YES	The Company complies with these requirements.
7.2. Any member of the company's supervisory and management body may not mix the company's assets, the use of which has not been mutually agreed upon, with his/her personal assets or use them or the information which he/she learns by virtue of his/her position as a member of a corporate body for his/her personal benefit or for the benefit of any third person without a prior agreement of the general shareholders' meeting or any other corporate body authorized by the meeting.	YES	
7.3. Any member of the company's supervisory and management body may conclude a transaction with the company, a member of a corporate body of which he/she is. Such a transaction (except insignificant ones due to their low value or concluded when carrying out routine operations in the company under usual conditions) must be immediately reported in writing or orally, by recording this in the minutes of the meeting, to other members of the same corporate body or to the corporate body that has elected him/her or to the company's shareholders. Transactions specified in this recommendation are also subject to recommendation 4.5.	YES	
7.4. Any member of the company's supervisory and management body should abstain from voting when decisions concerning transactions or other issues of personal or business interest are voted on.	YES	The members of the management board is acquainted with these requirements and should adhere to them

<b>Principle VIII: Company's remuneration policy</b> <b>Remuneration policy and procedure for approval, revision and disclosure of directors' remuneration established in the company should prevent potential conflicts of interest and abuse in determining remuneration of directors, in addition it should ensure publicity and transparency both of company's remuneration policy and remuneration of directors.</b>		
8.1. A company should make a public statement of the company's remuneration policy (hereinafter the remuneration statement). This statement should be part of the company's annual accounts. Remuneration statement should also be posted on the company's website.	NO	At present the company prepares neither remuneration policy reports nor makes public statements of them. The company's remuneration policy, i.e. payments to employees, specialists and managers is set in remuneration rules, which are constituent part of the collective agreement. The remuneration policy and its alterations are also provided in business plans prepared by the company as well as reports, which are approved by the company's board. Following the law on Private companies of the Lithuanian Republic, this information is available for both company's employees and its shareholders.
8.2. Remuneration statement should mainly focus on directors' remuneration policy for the following year and, if appropriate, the subsequent years. The statement should contain a summary of the implementation of the remuneration policy in the previous financial year. Special attention should be given to any significant changes in company's remuneration policy as compared to the previous financial year.	NO	See commentary No. 8.1
8.3. Remuneration statement should leastwise include the following information: • Explanation of the relative importance of the variable and non-variable components of directors' remuneration; • Sufficient information on performance criteria that entitles directors to share options, shares or variable components of remuneration; • Sufficient information on the linkage between the remuneration and performance; • The main parameters and rationale for any annual bonus scheme and any other non-cash benefits; • A description of the main characteristics of supplementary pension or early retirement schemes for directors.	NO	See commentary No. 8.1
8.4. Remuneration statement should also summarize and explain company's policy regarding the terms of the contracts executed with executive directors and members of the management bodies. It should include, inter alia, information on the duration of contracts with executive directors and members of the management bodies, the applicable notice periods and details of provisions for termination payments linked to early termination under contracts for executive directors and members of the management bodies.	NO	See commentary No. 8.1

<p>8.5. The information on preparatory and decision-making processes, during which a policy of remuneration of directors is being established, should also be disclosed. Information should include data, if applicable, on authorities and composition of the remuneration committee, names and surnames of external consultants whose services have been used in determination of the remuneration policy as well as the role of shareholders' annual general meeting.</p>	<p>NO</p>	
<p>8.6. Without prejudice to the role and organization of the relevant bodies responsible for setting directors' remunerations, the remuneration policy or any other significant change in remuneration policy should be included into the agenda of the shareholders' annual general meeting. Remuneration statement should be put for voting in shareholders' annual general meeting. The vote may be either mandatory or advisory.</p>	<p>NO</p>	

<p>8.7. Remuneration statement should also contain detailed information on the entire amount of remuneration, inclusive of other benefits, that was paid to individual directors over the relevant financial year. This document should list at least the information set out in items 8.7.1 to 8.7.4 for each person who has served as a director of the company at any time during the relevant financial year. 8.7.1. The following remuneration and/or emoluments-related information should be disclosed: • The total amount of remuneration paid or due to the director for services performed during the relevant financial year, inclusive of, where relevant, attendance fees fixed by the annual general shareholders meeting; • The remuneration and advantages received from any undertaking belonging to the same group; • The remuneration paid in the form of profit sharing and/or bonus payments and the reasons why such bonus payments and/or profit sharing were granted; • If permissible by the law, any significant additional remuneration paid to directors for special services outside the scope of the usual functions of a director; • Compensation receivable or paid to each former executive director or member of the management body as a result of his resignation from the office during the previous financial year; • Total estimated value of non-cash benefits considered as remuneration, other than the items covered in the above points. 8.7.2. As regards shares and/or rights to acquire share options and/or all other share-incentive schemes, the following information should be disclosed: • The number of share options offered or shares granted by the company during the relevant financial year and their conditions of application; • The number of shares options exercised during the relevant financial year and, for each of them, the number of shares involved and the exercise price or the value of the interest in the share incentive scheme at the end of the financial year; • The number of share options unexercised at the end of the financial year; their exercise price, the exercise date and the main conditions for the exercise of the rights; • All changes in the terms and conditions of existing share options occurring during the financial year. 8.7.3. The following supplementary pension schemes-related information should be disclosed: • When the pension scheme is a defined-benefit scheme, changes in the directors' accrued benefits under that scheme during the relevant financial year; • When the pension scheme is defined-contribution scheme, detailed information on contributions paid or payable by the company in respect of that director during the relevant financial year. 8.7.4. The statement should also state amounts that the company or any subsidiary company or entity included in the consolidated annual financial statements of the company has paid to each person who has served as a director in the company at any time during the relevant financial year in the form of loans, advance payments or guarantees, including the amount outstanding and the interest rate.</p>	NO	See commentary No. 8.1
--	----	------------------------

<p>8.8. Schemes anticipating remuneration of directors in shares, share options or any other right to purchase shares or be remunerated on the basis of share price movements should be subject to the prior approval of shareholders' annual general meeting by way of a resolution prior to their adoption. The approval of scheme should be related with the scheme itself and not to the grant of such share-based benefits under that scheme to individual directors. All significant changes in scheme provisions should also be subject to shareholders' approval prior to their adoption; the approval decision should be made in shareholders' annual general meeting. In such case shareholders should be notified on all terms of suggested changes and get an explanation on the impact of the suggested changes.</p>	<p>N/A</p>	<p>Company does not apply schemes anticipating remuneration of directors in shares, share options or any other right to purchase shares or be remunerated on the basis of share price movements. The director and functional managers are given remunerations, bonuses and other benefits. Their motivation is increased by other forms.</p>
<p>8.9. The following issues should be subject to approval by the shareholders' annual general meeting: • Grant of share-based schemes, including share options, to directors; • Determination of maximum number of shares and main conditions of share granting; • The term within which options can be exercised; • The conditions for any subsequent change in the exercise of the options, if permissible by law; • All other long-term incentive schemes for which directors are eligible and which are not available to other employees of the company under similar terms. Annual general meeting should also set the deadline within which the body responsible for remuneration of directors may award compensations listed in this article to individual</p>		
<p>8.10. Should national law or company's Articles of Association allow, any discounted option arrangement under which any rights are granted to subscribe to shares at a price lower than the market value of the share prevailing on the day of the price determination, or the average of the market values over a number of days preceding the date when the exercise price is determined, should also be subject to the shareholders'</p>		
<p>8.11. Provisions of Articles 8.8 and 8.9 should not be applicable to schemes allowing for participation under similar conditions to company's employees or employees of any subsidiary company whose employees are eligible to participate in the scheme and which has been approved in the shareholders' annual general meeting.</p>		

<p>8.12. Prior to the annual general meeting that is intended to consider decision stipulated in Article 8.8, the shareholders must be provided an opportunity to familiarize with draft resolution and project-related notice (the documents should be posted on the company's website). The notice should contain the full text of the share-based remuneration schemes or a description of their key terms, as well as full names of the participants in the schemes. Notice should also specify the relationship of the schemes and the overall remuneration policy of the directors. Draft resolution must have a clear reference to the scheme itself or to the summary of its key terms. Shareholders must also be presented with information on how the company intends to provide for the shares required to meet its obligations under incentive schemes. It should be clearly stated whether the company intends to buy shares in the market, hold the shares in reserve or issue new ones. There should also be a summary on scheme-related expenses the company will suffer due to the anticipated application of the scheme. All information given in this article must be posted on the company's website.</p>		
---	--	--

<b>Principle IX: The role of stakeholders in corporate governance</b> <b>The corporate governance framework should recognize the rights of stakeholders as established by law and encourage active co- operation between companies and stakeholders in creating the company value, jobs and financial sustainability. For the purposes of this Principle, the concept "stakeholders" includes investors, employees, creditors, suppliers, local community and other persons having certain interest in the company concerned.</b>		
9.1. The corporate governance framework should assure that the rights of stakeholders that are protected by law are respected.	YES	<p>Company prepares collective agreements between an employer and a company's trade-union. The employees' interests are presented in a proper way; the company's employees take an active part in preparation of a collective agreement as well as control of its performance.</p> <p>The interests of other interest holders (creditors, suppliers, customers) are assured by applying the carrying obligations agreed by the company as well as following valid requirements of legislation.</p>
9.2. The corporate governance framework should create conditions for the stakeholders to participate in corporate governance in the manner prescribed by law. Examples of mechanisms of stakeholder participation in corporate governance include: employee participation in adoption of certain key decisions for the company; consulting the employees on corporate governance and other important issues; employee participation in the company's share capital; creditor involvement in governance in the context of the company's insolvency, etc.		
9.3. Where stakeholders participate in the corporate governance process, they should have access to relevant information.		

<b>Principle X: Information disclosure and transparency</b> <b>The corporate governance framework should ensure that timely and accurate disclosure is made on all material information regarding the company, including the financial situation, performance and governance of the company.</b>		
<p>10.1. The company should disclose information on: • The financial and operating results of the company; • Company objectives; • Persons holding by the right of ownership or in control of a block of shares in the company; • Members of the company's supervisory and management bodies, chief executive officer of the company and their remuneration; • Material foreseeable risk factors; • Transactions between the company and connected persons, as well as transactions concluded outside the course of the company's regular operations; • Material issues regarding employees and other stakeholders; • Governance structures and strategy.</p> <p>This list should be deemed as a minimum recommendation, while the companies are encouraged not to limit themselves to disclosure of the information specified in this list.</p> <p>10.2. It is recommended that consolidated results of the whole group to which the company belongs should be disclosed when information specified in item 1 of Recommendation 10.1 is under disclosure.</p> <p>10.3. It is recommended that information on the professional background, qualifications of the members of supervisory and management bodies, chief executive officer of the company should be disclosed as well as potential conflicts of interest that may have an effect on their decisions when information specified in item 4 of Recommendation 10.1 about the members of the company's supervisory and management bodies is under disclosure. It is also recommended that information about the amount of remuneration received from the company and other income should be disclosed with regard to members of the company's supervisory and management bodies and chief executive officer as per Principle VIII.</p> <p>10.4. It is recommended that information about the links between the company and its stakeholders, including employees, creditors, suppliers, local community, as well as the company's policy with regard to human resources, employee participation schemes in the company's share capital, etc. should be disclosed when information specified in item 7 of Recommendation 10.1 is under disclosure.</p>	YES	<p>Information on the company listed in these recommendations is disclosed in these sources: Annual report of the company; Financial statements of the company; reports on acquisition/disposal of shares; reports on significant events and disclosing the information through information exchange system of Vilnius stock exchange.</p> <p>The company's financial statements and annual report are submitted to the Registry of Legal Entities and the information is available to the public, except for the information provided in item 10.3, which says about professional experience, qualification and potential interest conflicts of the company's members of the supervisory and management boards. Besides, this information is not provided in full.</p>



10.5. Information should be disclosed in such a way that neither shareholders nor investors are discriminated with regard to the manner or scope of access to information. Information should be disclosed to all simultaneously. It is recommended that notices about material events should be announced before or after a trading session on the Vilnius Stock Exchange, so that all the company's shareholders and investors should have equal access to the information and make informed investing decisions.	YES	The company provides information with the help of information disclosure system used by the Vilnius Stock Exchange. It is done in 2 languages, i.e. Lithuanian and English, simultaneously, if possible. The Stock Exchange places the information on their website and in the trading system assuring simultaneous disclosure of the information to all. The company does not disclose information, which can influence the price of the securities issued by the company, in the commentaries, interviews or other as long as such information is published via the Stock Exchange information system.
10.6. Channels for disseminating information should provide for fair, timely and cost-efficient access to relevant information by users. It is recommended that information technologies should be employed for wider dissemination of information, for instance, by placing the information on the company's website. It is recommended that information should be published and placed on the company's website not only in Lithuanian, but also in English, and, whenever possible and necessary, in other languages as well.	YES	Notices about material events should be announced by the company via the Stock Exchange information system.
10.7. It is recommended that the company's annual reports and other periodical accounts prepared by the company should be placed on the company's website. It is recommended that the company should announce information about material events and changes in the price of the company's shares on the Stock Exchange on the company's website too.	NO	The indicated information is available on the websites of the Stock Exchange and the committee of securities of the Lithuanian Republic.

**Principle XI: The selection of the company's auditor**

**The mechanism of the selection of the company's auditor should ensure independence of the firm of auditor's conclusion and opinion.**

11.1. An annual audit of the company's financial statements and report should be conducted by an independent firm of auditors in order to provide an external and objective opinion on the company's financial statements.	NO	The firm follows law requirements on an annual audit of the company's financial statements and report, which is conducted by an independent firm of auditors. Interim audit on the company's financial statements is not conducted.
11.2. It is recommended that the company's supervisory board and, where it is not set up, the company's board should propose a candidate firm of auditors to the general shareholders' meeting.	YES	The company's supervisory board proposes a candidate firm of auditors to the general shareholders' meeting.
11.3. It is recommended that the company should disclose to its shareholders the level of fees paid to the firm of auditors for non-audit services rendered to the company. This information should be also known to the company's supervisory board and, where it is not formed, the company's board upon their consideration which firm of auditors to propose for the general shareholders' meeting.	N/A	During 2008 the firm of auditors did not render auditing services to the company and did not receive any payment from the company.

