

**REPORT OF THE REMUNERATIONS
FOR 2020**

REPORT

ON THE IMPLEMENTATION OF THE REMUNERATION POLICY OF THE MEMBERS OF THE SUPERVISORY BOARD AND THE MANAGEMENT BOARD OF

EUROHOLD BULGARIA AD

FOR 2020

It was prepared on the basis of Art. 12 of Ordinance № 48 of the Financial Supervision Commission dated March 20, 2013 on the requirements for remuneration

This report is presented to the attention of the general meeting of shareholders of the company and contains information on how the remuneration policy for the period 2020 has been implemented. This report also includes a program for the implementation of the Remuneration Policy, developed by the Management Board on the recommendation of the Remuneration Committee.

REMUNERATION REPORT FOR 2020

1. Information on the decision-making process in determining the remuneration policy, including, if applicable, information on the mandate and members of the Remuneration Committee, the names of the external consultants whose services were used in determining the Remuneration Policy

The remuneration policy of the members of the Management Board and the Supervisory Board of Eurohold Bulgaria AD (hereinafter referred to as the Policy), amendments or supplements, as well as the program for its implementation shall be developed upon proposal of the Supervisory Board and approved by the general meeting of shareholders. The policy also applies to procurators engaged in the company.

The remuneration of the members of the Supervisory Board and the Management Board of Eurohold Bulgaria AD is formed in accordance with the following basic principles:

- Transparency of practices concerning the received remunerations
- compliance of the remuneration with the commitment of the members of the Supervisory and the Management authority, with the implementation of the strategy for development of the public company, as well as the short-term and long-term goals, taking into account the reasonable risk assessment
- Assistance for creating long-term value for shareholders
- Not to allow discrimination, conflict of interests and unequal treatment of the members of the supervisory and management board of the company in determining the remuneration.

The current policy was developed by the Supervisory Board of the company and was approved by the General Meeting on 30.09.2020, repealing the remuneration policy of the members of the Management and Supervisory Boards, adopted by the General Meeting on 02.10.2013.

With this policy the General Meeting of Shareholders determines that the function of the Remuneration Committee will be performed by the Supervisory Board of Eurohold Bulgaria AD within the meaning of Art. 21, para. 3 of Ordinance № 48 of the FSC.

The Supervisory Board consists of the following members: Assen Milkov Christov, Dimitar Stoyanov Dimitrov, Luise Gabrielle Roman, Radi Georgiev Georgiev, Lyubomir Stoev and Kustaa Lauri Aima. The expiration date of the term of office of the Supervisory Board is 09.05.2022.

The services of external consultants were not used in determining the remuneration policy.

2. Information on the relative weight of the variable and fixed remuneration of the members of the management and supervisory bodies

The members of the supervisory and management board, as well as the procurators of the company receive only a fixed remuneration, which represents 100% of the agreed remuneration. In 2020, the members of the Supervisory Board, the Management Board and the procurators of the company were not paid additional fixed monthly salaries, which is provided in Art. 6, para 1 of the Remuneration Policy.

The fixed remunerations received by the members of the Supervisory Board and the Management Board and the procurators are in compliance with the basic principles described in point 1, as well as with the general provisions set out in the remuneration policy.

The remuneration structure is setting by elements that, when combined, guarantee an adequate ratio and fair remuneration, in accordance with the strategy, goals, values and value creation for the group of Eurohold Bulgaria AD in the long term in general.

The members of the Supervisory Board and the Management Board, as well as the procurators may also receive other remunerations from subsidiaries of Eurohold Bulgaria AD, in which they perform management and/or control functions.

3. Information about the criteria for the achieved results, on the basis of which options on shares, shares of the company or other type of variable remuneration are provided, as well as an explanation of how the criteria under Art. 14, para. 2 and 3 contribute to the long-term interests of the company

The remuneration policy provides for the possibility in the next period, at the proposal of the Supervisory Board, of the General Meeting of Shareholders to approve the provision of variable remuneration by determining the specific criteria for their definition.

At present, members of the Supervisory and Management Boards, as well as the procurators do not receive variable remuneration, including stock options, company shares or other variable remuneration.

4. Clarification of the assessment methods used as to whether the performance criteria have been met

For the reporting year 2020, the remunerations received by the members of the Supervisory Board and the Management Board and the procurators are only basic (fixed) and are based on the basic principles for determining the remunerations specified in point 1.

The company does not pay variable remuneration and has not developed criteria or methods for assessing their implementation.

5. Clarification of the relationship between the remuneration received and the results achieved

The members of the Management Board, the Supervisory Board and the procurators receive only a fixed remuneration, which corresponds to the basic principles set out in point 1.

In 2020, the remuneration is determined on the basis of each member's personal contribution to the management to meet the company's strategic goals of entering new regulated markets, investing in acquisitions of new companies in markets with growth potential. The main indicator is the growth of the company's assets.

6. Basic payments and justification of the annual scheme for payment of bonuses and/or all other additional non-monetary remuneration

In addition to the received fixed remunerations, the members of the Management Board, the Supervisory Board and the procurators have the right to receive additional health insurance, according to the applicable policy for additional incentives for the employees of Eurohold Bulgaria AD.

7. Description of the main features of the supplementary voluntary pension scheme and information on the contributions paid and/or due by the company to the relevant member of the management or supervisory body for the relevant financial year, where applicable

The company does not pay at its own expense contributions for the additional voluntary pension insurance of the executive director, as well as of the members of the supervisory, management board, incl. and the procurators. Due to this circumstance, a description of an applied voluntary pension scheme is not applicable.

8. Information on the periods of deferral of payment of variable remuneration

The company does not pay variable remuneration to the members of the Supervisory board and the Management board, incl. and procurators, which is why no scheme for deferral of such remuneration has been adopted. Disclosure of information in this report related to periods of deferral of variable remuneration is not applicable.

9. Information on the benefit policy on termination of employment contracts

The employment contracts of the members of the Supervisory Board and the Management Board do not provide for benefits upon termination of the contracts, therefore information on such benefits is not applicable. The same applies to the company's procurators.

10. Information on the period during which the shares cannot be transferred and the stock options cannot be exercised, in case of variable remuneration based on shares

At present, the company does not envisage granting options on shares or shares of the company to the members of the Supervisory and Management Boards, as well as to the procurators, therefore information on the period in which the shares cannot be transferred and the stock options cannot be exercised is not applicable.

11. Information on the policy for keeping a certain number of shares until the end of the term of office of the members of the management and control bodies after the expiration of the period specified in item 10

The company has no policy to retain a certain number of shares until the end of the term of office of the members of the supervisory and management boards and procurators after a certain period. Therefore, the provision of information in this sense is not applicable.

12. Information on the employment contracts of the members of the management and supervisory bodies, including the duration of each contract, the duration of the required notice of termination and details of benefits and/or other payments due in the event of early termination.

a) Information on the employment contracts of the members of the Supervisory and Management Boards of the Company

The members of the Supervisory Board and the Management Board are appointed with contracts for management and control, the procurators of the company have contracts for procuration.

Name and position	Date of appointment	Term of the mandate, according to art. 33 (2) and Art. 43 (2) of the Articles of Association	Possibility to extend the contract	Term of the contract	Term of notice for termination
Supervisory Board					
Asen Christov, Chairperson	12.12.2006	5 years	unlimited	09.05.2022 r.	without notice
Dimitar Dimitrov, Deputy Chairperson	12.12.2006	5 years	unlimited	09.05.2022 r.	without notice
Radi Georgiev, Member	17.04.2015	5 years	unlimited	09.05.2022 r.	without notice
Kustaa Lauri Äimä, Independent member	27.07.2017	5 years	unlimited	09.05.2022 r.	without notice
Lyubomir Stoev, Independent Member	27.07.2017	5 years	unlimited	09.05.2022 r.	without notice
Luis Gabriel Roman, Member	27.11.2018	5 years	unlimited	09.05.2022 r.	without notice
Management Board					
Kiril Boshov, Chairperson	12.12.2006	5 years	unlimited	14.08.2022 r.	without notice
Asen Minchev Minchev, Executive Director	12.12.2006	5 years	unlimited	14.08.2022 r.	without notice
Velislav Christov, Member	22.10.2012	5 years	unlimited	14.08.2022 r.	without notice
Assen Assenov, Member	20.08.2009	5 years	unlimited	14.08.2022 r.	without notice
Razvan Lefter, Member	22.08.2017	5 years	unlimited	14.08.2022 r.	without notice

b) Information about the contracts of the procurators of the Company

Name and position	Date of appointment	Term of the mandate, according to art. 33 (2) and Art. 43 (2) of the Articles of Association	Possibility to extend the mandate	Term of the contract	Term of notice for termination
Procurators					
Hristo Lyubomirov Stoev	10.02.2016	not applicable	not applicable	until the withdrawal of the power of procuration	without notice
Milena Miltchova Guentcheva	22.12.2020	not applicable	not applicable	until the withdrawal of the power of procuration	without notice

c) Details of benefits and/or other payments due in the event of early termination - the Remuneration Policy Implementation Program does not provide for such benefits and/or other payments

The Company does not have an agreement for payment of amounts for compensations upon termination of a contract with the members of the Management and Supervisory Boards, as well as with the procurators, regardless of the reason for termination of the person's functions. In the reporting year 2020, there was no case of early termination of a contract with a member of the Supervisory or Management Board and the procurators of the Company;

13. Full amount of the remuneration and other material incentives of the members of the management and control bodies for the respective financial year

General information on the summarized gross annual amount of remuneration paid to the members of the Supervisory Board, the Management Board and the procurators:

The total annual amount of remuneration paid to the members of the Supervisory Board by EUROHOLD BULGARIA AD amounts to **BGN 178,307.00**.

The total annual amount of remuneration paid to all members of the Supervisory Board by other companies in the same group amounts to **BGN 314,661.00**.

The total annual amount of remuneration paid to the members of the Management Board by EUROHOLD BULGARIA AD amounts to **BGN 111,600.00**.

The total annual amount of remuneration paid to all members of the Management Board by other companies in the same group amounts to **BGN 997,403.00**.

The total annual amount of the remunerations paid to the Procurators of the company by EUROHOLD BULGARIA AD amount to **BGN 13,320.00**.

The total annual amount of remuneration paid to the Procurators of the company by other companies from the same group - **BGN 6,222.00**.

14. Information on the remuneration of any person who has been a member of a management or supervisory body in a public company for a certain period during the relevant financial year

a) Information on the full amount of the fixed remuneration for 2020, paid by Eurohold Bulgaria AD to the members of the supervisory and management board of the company

Name and position	Amount of the paid fixed gross remuneration by Eurohold Bulgaria for 2020	Amount of the paid remuneration for 2020, if the person has held the position only for a certain period in 2020.	Amount of the paid compensation on the occasion of termination of the functions of the person in 2020*.	Total amount of remuneration received by Eurohold Bulgaria for 2020
	(in BGN)	(in BGN)	(in BGN)	(in BGN)

Supervisory Board				
Asen Christov, Chairperson	14,640	Not applicable	Not applicable	14,640
Dimitar Dimitrov, Deputy Chairperson	7,200	Not applicable	Not applicable	7,200
Radi Georgiev, Member	There is no agreed and paid remuneration	Not applicable	Not applicable	There is no agreed and paid remuneration
Kustaa Lauri Äimä, Independent member	There is no agreed and paid remuneration	Not applicable	Not applicable	There is no agreed and paid remuneration
Lyubomir Stoev, Independent Member	87,618	Not applicable	Not applicable	87,618
Luis Gabriel Roman, Member	68,849	Not applicable	Not applicable	68,849
Total remuneration paid to the Supervisory Board	178,307	0	0	178,307
Management Board				
Kiril Boshov, Chairperson	24,000	Not applicable	Not applicable	24,000
Asen Minchev Minchev, Executive Director	75,600	Not applicable	Not applicable	75,600
Velislav Christov, Member	There is no agreed and paid remuneration	Not applicable	Not applicable	There is no agreed and paid remuneration
Assen Assenov, Member	12,000	Not applicable	Not applicable	12,000
Razvan Lefter, Member	There is no agreed and paid remuneration	Not applicable	Not applicable	none
Total remuneration paid to the Management Board	111,600	0	0	111,600

** In 2020, there is no member of the Management or Supervisory Board whose functions have been terminated.*

Information on the full amount of the fixed remuneration for 2020, paid by Eurohold Bulgaria AD to the procurators of the Company

Name and position	Amount of the paid fixed gross remuneration by Eurohold Bulgaria for 2020	Amount of the paid remuneration for 2020, if the person has held the position only for a certain period in 2020.	Amount of the paid compensation on the occasion of termination of the functions of the person in 2020*.	Total amount of remuneration received by Eurohold Bulgaria for 2020
	(in BGN)	(in BGN)	(in BGN)	(in BGN)
Procurators				
Hristo Lyubomirov Stoev	13,320	Not applicable	Not applicable	13,320
Milena Miltchova Guentcheva	there is no agreed and paid remuneration	there is no agreed and paid/accrued remuneration	Not applicable	there is no agreed and paid remuneration
Total remuneration paid to the procurators	13,320	0	0	13,320

** In 2020, there is no procurators whose functions have been terminated.*

The fixed gross remuneration paid to the members of the Supervisory Board by Eurohold Bulgaria AD is in accordance with the agreements in the current contract for supervision of the respective member of the Supervisory Board; of the members of the Management Board is in accordance with the agreements in the current contract for assigning the management of the respective member, and of the procurators - in relation to the contracts for power of procuration.

Eurohold Bulgaria AD pays to the members of the Supervisory and Management Boards, as well as to the procurators of the Company, fixed and agreed fixed remuneration on a monthly basis.

According to the Remuneration Policy adopted on 30.09.2020, the members of the Supervisory Board and the Management Board may receive remunerations that vary in amount. Also, the General Meeting of Shareholders, respectively the Supervisory Board, may not decide to receive a fixed remuneration from a member of the Supervisory Board or the Management Board, with the express consent of this member, and the same applies to the procurators of the Company. In this regard, some of the members of the management or supervisory body of Eurohold Bulgaria AD do not have an agreed remuneration and accordingly such has not been paid to them for the reporting financial 2020.

b) Information on the full amount of the fixed remuneration and other tangible and intangible incentives received by the members of the Supervisory and Management Board of the Company from other companies from the same group (the Eurohold Group)

Name and position (grounds for remuneration received)	Amount of total paid fixed gross remuneration and bonuses from companies - part of the Eurohold Bulgaria group, for 2020	Amount of the paid remuneration for 2020, if the person has held the position only for a certain period in 2020.	Amount of the paid compensation on the occasion of termination of the functions of the person in 2020*.	Total amount of remuneration received by companies - part of the Eurohold Bulgaria group for 2020
	(in BGN)	(in BGN)	(in BGN)	(in BGN)
Supervisory Board				
Asen Christov (according to the management and control contracts)	130,672	Not applicable	Not applicable	130,672
Dimitar Dimitrov (according to a procuration contract)	124,851	Not applicable	Not applicable	124,851
Radi Georgiev (according to the control contract and consulting contract in force)	59,138	Not applicable	Not applicable	59,138
Kustaa Lauri Äimä	there is no agreed and paid remuneration	Not applicable	Not applicable	there is no agreed and paid remuneration
Lyubomir Stoev	there is no agreed and paid remuneration	Not applicable	Not applicable	there is no agreed and paid remuneration
Luiise Gabrielle Roman	there is no agreed and paid remuneration	Not applicable	Not applicable	there is no agreed and paid remuneration
Total remuneration paid to the Supervisory Board	314,661	0	0	314,661
Management Board				
Kiril Boshov (according to management contracts)	547,318	Not applicable	Not applicable	547,318
Asen Minchev (according to a procuration contract)	53,760	Not applicable	Not applicable	53,760
Velislav Christov (according to a management contract and a consulting contract)	119,177	Not applicable	Not applicable	119,177
Assen Assenov (according to management contracts)	277,148	Not applicable	Not applicable	277,148
Razvan Lefter	there is no agreed and paid remuneration	Not applicable	Not applicable	there is no agreed and paid remuneration
Total remuneration paid to the Management Board	997,403	0	0	997,403

*** In 2020, there is no person who is a member of the management or supervisory body of Eurohold Bulgaria AD, whose functions have been terminated in connection with a contract concluded by other companies from the same economic group (Eurohold group)**

Information on the full amount of the fixed remuneration and other tangible and intangible incentives received by the procurators of the Company from other companies from the same group (the Eurohold Group)

Name and position (grounds for remuneration received)	Amount of total paid fixed gross remuneration and bonuses from companies - part of	Amount of the paid remuneration for 2020, if the person has held the position only for a certain period in 2020.	Amount of the paid and/or accrued compensation on the occasion of termination of the	Total amount of remuneration received companies - part of the Eurohold

	the Eurohold Bulgaria group, for 2020		functions of the person in 2020*.	Bulgaria group for 2020
	(in BGN)	(in BGN)	(in BGN)	(in BGN)
Procurators				
Hristo Lyubomirov Stoev	there is no agreed and paid remuneration	Not applicable	Not applicable	there is no agreed and paid remuneration
Milena Miltchova Guentcheva	there is no agreed and paid remuneration	6,222	Not applicable	6,222
Total remuneration paid to the procurators	0	6,222	0	6,222

*** In 2020, there is no person who is a procurator of Eurohold Bulgaria AD, whose functions have been terminated in connection with a contract concluded by other companies from the same group (Eurohold group).**

According to the remuneration policy, the members of the Supervisory and Management Boards, as well as the procurators, may receive other remunerations, including fixed and variable, agreed in subsidiaries of Eurohold Bulgaria AD, in which they perform management and/or control functions. The following is information about the companies with which some of the members of the Supervisory Board, the Management Board and the procurators have concluded contracts for control and management, procuration and/or consulting contracts:

c) Remuneration received by the person in the form of distribution of the profit and/or bonuses from Eurohold Bulgaria, as well as from subsidiaries of Eurohold Bulgaria and the grounds for their provision

There is no person, member of the supervisory or management board, as well as procurator who has received remuneration in the form of profit distribution and/or bonuses from Eurohold Bulgaria.

There are no specific cases in the remuneration policy for 2020 in which the persons in charge of management or control functions will receive additional (variable) remuneration linked to the results of the activity, in the form of profit distribution and/or bonuses.

d) Compensation paid and/or accrued in connection with the termination of him/her functions during the last financial year

The contracts of the members of the supervisory and management boards, as well as of the procurators, do not provide for compensations upon termination of the contracts, therefore such information is not applicable.

e) Any additional payments for services provided by the person outside his/her usual functions, where such payments are eligible under the contract concluded with him/her

There is no agreement in the management and control contracts, as well as in the contracts of the procurators, for the payment of additional amounts in case of services provided by the person outside his/her usual functions. In this regard, as such additional services provided were not performed, respectively they were not paid.

f) All other non-monetary benefits equivalent to remuneration other than those mentioned above in this report

For some of the members of the Management and Supervisory Boards and the procurators there are agreed non-monetary benefits, depending on the functions performed by them in Eurohold Bulgaria AD or in other companies of the Eurohold Group. Such non-monetary benefits can be - business phone and additional health insurance. These additional non-monetary benefits are also provided to all employees who have a basic employment contract with Eurohold Bulgaria AD.

g) Information on all provided loans, payments of social and household expenses and guarantees provided by Eurohold Bulgaria AD or its subsidiaries, as well as other

companies that are subject to consolidation in the annual financial statements of Eurohold Bulgaria AD, including and the remaining unpaid portion thereof and interest.

Eurohold Bulgaria AD, its subsidiaries, as well as other companies that are subject to consolidation in the annual financial statements of Eurohold Bulgaria AD, have not provided loans to the members of the Management and Supervisory Boards and the procurators, have not performed payments of social and household expenses instead of him/her have not issued guarantees in his/her favor, due to which information on unpaid part of such obligations, as well as interest on them, is not applicable.

15. Information regarding shares and/or stock options and/or other share-based incentive schemes

At present, the company does not provide the members of the supervisory and management boards, as well as the procurators, stock options or stock options and/or other incentive schemes based on the company's shares.

Due to this circumstance, the company does not submit information under Art. 13, point 15 of Ordinance № 48 of the Financial Supervision Commission dated March 20, 2013 on the requirements for remuneration, regarding the following circumstances:

- a) number of options offered on shares or shares granted by the company during the respective financial year and the conditions under which they were offered, respectively granted - None.
- b) number of options exercised on shares during the respective financial year and for each of them, number of shares and the exercise price of the option or the value of interest under the incentive scheme based on shares at the end of the financial year - None.
- c) number of unexercised options on shares at the end of the financial year, including data on their price and date of exercise and essential conditions for exercising the rights - None.
- d) any changes in the terms and conditions of existing stock options accepted during the financial year - None.

16. Information on the annual change in remuneration, the company's results and the average amount of full-time remuneration of the company's employees who were not directors in the previous at least five financial years, presented together in a way that allows comparison - Appendix 1 to the Report on the Implementation of the Remuneration Policy of the Members of the Board of Directors of EUROHOLD BULGARIA AD for 2020.

The information is presented in Appendix 1 to this Report on the implementation of the remuneration policy of EUROHOLD BULGARIA AD for 2020.

17. Information on exercising the possibility to request a refund of variable remuneration

The members of the Management Board and the Supervisory Board and the procurators have not been paid additional remuneration in any form, therefore information on the possibilities for returning variable remuneration is inapplicable.

18. Information on all deviations from the procedure for the application of the Remuneration Policy, in connection with extraordinary circumstances under Article 11, paragraph 13, including an explanation of the nature of the extraordinary circumstances and an indication of the specific components that have not been applied

The remuneration policy does not envisage deviations from the procedure for its implementation in connection with extraordinary circumstances under Art. 11, para. 13, including an explanation of the nature of the extraordinary circumstances and an indication of the specific components that have not been applied.

In connection with the declared state of emergency due to the worsened epidemic situation regarding COVID-19, the Supervisory Board of Eurohold Bulgaria AD decided to reduce the remuneration of the company's employees, as well as some of the members of the Supervisory Board and the Management Board, for the period from 01.04.2020 to 31.05.2020, as follows:

- Asen Minchev Minchev, member of the Management Board - reduction for the period from 01.04.2020 to 31.05.2020 - BGN 5,040.00.
- Lyubomir Stoev, member of the Supervisory Board - reduction for the period from 01.04.2020 to 31.05.2020 - BGN 6,258.00.

The remuneration of all other members of the Supervisory Board and the Management Board remains unchanged throughout 2020.

The reduction of the remuneration of the members of the Supervisory Board and the Management Board was made with Annexes signed by both parties.

Remuneration policy implementation program for the next financial year or for a longer period

In view of the financial results achieved during the reporting period, the Supervisory Board, in its function as the Remuneration Committee, considers that the criteria for determining the remuneration are currently effective.

For the next 2021 financial year, the Remuneration Committee of Eurohold Bulgaria AD proposes that the remuneration of the members of the Management Board, the Supervisory Board and the procurators remain unchanged compared to 2020, paying them only fixed remuneration, as follows:

Management Board

Kiril Ivanov Boshov - BGN 24,000.00
Asen Minchev Minchev - BGN 80,640.00
Velislav Milkov Christov - without remuneration
Assen Emanuilov Assenov - BGN 12,000.00
Razvan Stefan Lefter - without remuneration

Supervisory Board

Assen Milkov Christov - BGN 14,640.00
Dimitar Stoyanov Dimitrov - BGN 7,200.00
Louise Gabrielle Roman - USD 39,996.00
Radi Georgiev Georgiev - without remuneration
Lyubomir Stoev - EUR 48,000.00/BGN 93,880.00.

Procurators

Hristo Lyubomirov Stoev - BGN 13,320.00
Milena Miltchova Guentcheva - BGN 13,320.00

The members of the Supervisory Board and the Management Board agree that in case of a sharp change in the financial and economic indicators, regardless of whether they are in ascending or descending direction, the Remuneration Program will be revised and the changes reflected in it will be duly adopted.

Information on recommendations made in the previous remuneration report and disclosure of how these recommendations have been taken into account

No recommendations were made on the previous remuneration report by a shareholder or his/her representative participating in the regular meeting of the General Meeting of Eurohold Bulgaria AD.

This report has been prepared in accordance with the recommendations of the Supervisory Board and adopted at a meeting of the Management Board, together with the annual financial statements for 2020.

The report should be published on the website of Eurohold Bulgaria AD (www.eurohold.bg) simultaneously with the annual financial report for 2020 and is available for a period of 10 years.

20.04.2021

**Chief Executive Officer,
KIRIL BOSHOV**

**Procurator,
HRISTO STOEV**



Appendix 1 to the Report on the Implementation of the Remuneration Policy of EUROHOLD BULGARIA AD for 2020

Annual change in the remuneration, the results of the company and the average amount of remuneration based on full-time employees (only basic employment contract) in the company who are not directors (outside the MB and the SB) during the previous at least five financial years presented together in a way that allows comparison

Indicator	2015		Change 2016/2015		2016		Change 2017/2016		2017		Change 2018/2016		2018		Change 2018/2019		2019		Change 2020/2019		2020	
	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%	BGN	%
Gross remuneration of all members of the Supervisory Board for a year	21 840	0.00%	21 840	0.00%	21 840	0.00%	21 840	0.00%	21 840	21 840	214.93%	68 780	130.10%	158 264	12.66%	178 307		158 264	158 264	12.66%	178 307	
Gross remuneration of all members of the Management Board for a year	72 000	0.00%	72 000	0.00%	72 000	3.33%	74 400	9.68%	74 400	81 600	111 600	57%	128 114	-12.89%	111 600		128 114	128 114	-12.89%	111 600		
Gross remuneration of the Procurators for a year	n/a	0.00%	9 540	0.00%	9 540	33.33%	12 720	0.00%	12 720	12 720	13 320	4.72%	13 320	0.00%	13 320		13 320	13 320	0.00%	13 320		
Average remuneration per member of the Supervisory Board and the Management Board for a year	15 640	-5.57%	14 768	5.40%	15 565	5.40%	15 565	29.19%	20 108	20 108	33 300	65.61%	33 300	1.18%	33 692		33 300	33 300	1.18%	33 692		
Gross remuneration of executive directors for a year	48 000	0%	48 000	5%	50 400	5%	50 400	14.29%	57 600	57 600	104 640	81.66%	104 640	-4.82%	99 600		104 640	104 640	-4.82%	99 600		
Average remuneration of executive directors for a year	24 000	0%	24 000	5%	25 200	5%	25 200	14.29%	28 800	28 800	52 320	81.66%	52 320	-4.82%	49 800		52 320	52 320	-4.82%	49 800		
Amount of assets for the period	390 534	36.87%	534 517	4.38%	557 922	4.38%	557 922	3.86%	579 442	579 442	633 741	1.13%	633 741	8.15%	633 741		585 962	585 962	8.15%	633 741		
Gross remuneration based on full-time employees of the company who are not directors for a year	153 015	19.46%	18 2793	16.08%	21 2191	16.08%	21 2191	27.11%	269 721	269 721	318 148	17.95%	318 148	8.17%	344 131		318 148	318 148	8.17%	344 131		
Average remuneration based on full-time employees of the company who are not directors for a year	30 603	-0.45%	30 465	16.74%	35 565	16.74%	35 565	26.40%	44 953	44 953	49 162	1.11%	49 162	8.17%	49 162		45 450	45 450	8.17%	49 162		

Appendix 1 to the Report on the Implementation of the Remuneration Policy of EUROHOLD BULGARIA AD for 2020

Annual change in the remuneration, the results of the company and the average amount of remuneration based on full-time employees (only basic employment contract) in the company who are not directors (outside the MB and the SB) during the previous at least five financial years presented together in a way that allows comparison

Gross remuneration of part-time employees equated to full-time employees of the company who are not directors for a year	33 600	39.55%	46 888	-0.84%	46 495	59.73%	74 267	88.59%	140 062	61.36%	225 999
Average remuneration of part-time employees equated to full-time employees of the company who are not directors for a year	33 600	-30.23%	23 444	-0.84%	23 248	-20.14%	18 567	-16.18%	15 562	107.46%	32 286
Average remuneration of full-time and part-time employees (equated to full-time) of employees in the company who are not directors for a year	32 102	-16.03%	26 954	19.10%	32 102	-1.06%	31 760	-3.95%	30 506	33.49%	40 724