
GLOBAL REMUNERATION POLICY



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1. PURPOSE

This Policy defines the remuneration principles for our Company's Board members and Executives with managerial responsibility.

2. SCOPE

This Policy covers our Company's Board members and Executives with managerial responsibility in all of our operating countries.

3. MAIN PRINCIPLES

- Our Board Members' remuneration is based on the resolutions of the General Assembly.
- Executive Board Members' remuneration is based on the policy for executives.
- Performance-based payment scheme is not applicable for the remuneration of our Independent Board Members.
- Remuneration for Executives consists of two components: fixed and performance-based.

4. COMMITMENTS

- Our Company is committed to:
 - manage remuneration and benefits in a fair, objective, competitive, rewarding, and motivating manner that recognizes high performance
 - structure remuneration according to job size, performance, contribution to the business, knowledge, skills, and competencies.
 - ensure internal and intercompany pay equity and competitiveness in the market.
 - reward success, encourage high performance, and foster a target-oriented performance culture.

Our Corporate Governance Policies are one of the cornerstones of our strategy and an integral part of our business culture.

