

## **REMUNERATION POLICY**

### **1. OBJECTIVES AND SCOPE**

This policy identifies the principles and rules for remuneration system of the Company as well as structuring, monitoring and controlling of the remuneration practices.

The Remuneration Policy reflects the Company's mission, strategy and values, defining the basic principles of the Company remuneration approach, and underlines the need for compliance with governance principles for remuneration practices.

Principles for remuneration apply to all managers and employees at all levels within Verusa Holding.

### **2. PRINCIPLES AND APPLICATIONS**

A fixed remuneration is determined for all members of the Board at the Annual General Meeting of the Company.

The amount of fixed payments made in cash is paid regularly and continuously at certain periods in a year regardless of employee performance. The amount of payments is determined by considering the position and scope of duties, qualifications, level of experience, performance and the financial conditions of the Company.

The amount of payments made to the Company's Board of Directors, executives and employees is compatible with the Company's ethical values, internal balances and strategic goals and is not related to short-term financial performance of the Company.

### **3. DUTIES AND RESPONSIBILITIES**

The Company's Board of Directors has ultimate authority and responsibility for ensuring that the remuneration practices of the Company are effectively managed within the framework of the relevant legislation and this Policy.

The Board of Directors ensures the effectiveness of the Policy by reviewing at least once a year. The Company's senior management is responsible to the Board of Directors for effective management of the Company's remuneration practices under the relevant legislation and this Policy.