

OVERVIEW OF THE MAIN POINTS OF THE GROUP COMPENSATION POLICY

- **Compensation Policy on the level of entire group is necessary due to:**
 - ESG reporting requirements, necessary regulation to increase the ESG score (relevant for company financing, evaluation by potential business partners...)
 - Requirement due to upcoming EU regulation (Pay Transparency directive)
- **Key points:**
 - **Definition of Duties and responsibilities during compensation processes of:**
 - Managers (direct and on higher managerial levels),
 - HR front office employees,
 - Compensation & Benefits Managers,
 - Group Compensation & Benefit Manager.
 - **Setting of basic rules for main Compensation processes**
 - Budgeting of staff expenses,
 - definition of remuneration package composition,
 - rules for definition and revision of Base salary,
 - rules for Variable salary components,
 - rules for Non-Standard remuneration
- **Localizations due to local requirement will be possible.**
- **Policy needs to be discussed with local representatives of Trade Unions.**