

REMUNERATION POLICY

PERFORMANCE RONNARU COMPANY LTD

Introduction

Performance Ronnaru Company Ltd (referred to as the “Company”, “we”, “us”, “PRC”), Is a Cyprus Investment Firm authorized and regulated by Cyprus Securities and Exchange Commission under license number 253/14.

Scope

The purpose of this Policy is to ensure compliance so that clients’ interests are not impaired by the remuneration policies and practices adopted by the Company and also ensures compliance with the conduct of business rules.

The Company’s Board of Directors is responsible for the adoption, periodic review and implementation of the Company’s Remuneration Policy based on Part Eight of Regulation (EU) No 575/2013 of the European Parliament.

The Company’s Remuneration Policy fulfils the Company’s obligation under Part Eight of Regulation (EU) No 575/2013 of the European Parliament. Responsible body for the implementation of the Company’s Remuneration Policy shall be the Board of Directors. The responsibility of the Board is to prepare the decisions regarding the Remuneration Policy, including those which have implications for the risk and risk management of the Company and to table the said decisions or proposals for final deliberation.

Diversity Policy

The Company recognizes the value of a diverse and skilled workforce and management body, as diversity is an asset to organizations and linked to better economic performance.

We are committed on creating and maintaining an inclusive and collaborative workplace culture that will provide sustainability for the organization into the future. The Company considers itself diverse in regards to its main workforce and has in place a diversity policy in relation to its management body and all employees. The Company while assessing diversity should consider the following aspects:

- *Educational and professional background*

The management body should consist of members of different backgrounds to the financial services sector.

- *Gender*

The management body should ensure gender balance in order to ensure adequate representation of population.

- *Age*

The management body should consist of members of different age, so as to ensure adequate representation of population and target market.

- *Geographical provenance*

The management body should be consistent of members of different jurisdictions to ensure that is collectively has sufficient knowledge and views on the culture, market specificities and legal frameworks of the areas the Company is active in. In order to facilitate an appropriately diverse pool of candidate for the management body and Key Holders, the Company should ensure that all diversity aspects are taken

into consideration in the selection process and equal treatment and opportunities are provided for all staff of different genders, age, etc.

Remuneration

The **remuneration of staff consists solely of fixed monthly salaries** although the level of remuneration varies to reflect different positions/roles depending on each position's actual functional requirements, and it is set at levels which reflect the educational level, experience, accountability, and responsibility embedded in each position/role.

Fixed remuneration is also set in comparison with standard market practices employed by the other market participants/competitors.

The Company will **not** incentivize sales of financial instruments or services via increased remuneration, variable remuneration or performance-related remuneration. All staff members and directors are remunerated based on fixed remuneration.

The remuneration structure of the Policy, as set out below, is intended to eliminate excessive risk taking and diminish the incentive of employees from acting for their own benefit, or for the benefit of the Company in a way which goes against the best interest of the client.

Executive Directors Remuneration

The remuneration of the Executive Directors ensures the Company's continued ability to attract and retain the most qualified Executive Board members and constitutes a good basis for succession planning and motivation. Executive members of the Board of Directors may receive a fixed fee, they shall not be covered by incentive programs and shall not receive performance-based remuneration.

Similarly, the Non-Executive Directors' remuneration shall not be based on performance measures, including cash bonus schemes and equity vesting requirements, since performance-based remuneration for Non-Executive Directors has significant potential to conflict with their primary role as an independent representative of the shareholders.

Non-Executive Directors are not Company employees.

The basic fee of a Board member shall be set at a level that reflects the qualifications and contribution required in view of the Company's complexity, the extent of the responsibilities and the number of Board meetings.

An Executive Director shall perform a periodical review of this Policy and the Non-Executive Directors shall perform a subsequent independent review of the Policy.

Fixed remuneration: Executive Directors and Senior Management shall be eligible for an annual remuneration paid in 13 instalments. The additional 13th salary shall be payable on the 15th of December of each year. The shareholder may recommend changes to the existing remuneration structure and the Board of Directors may approve them.

Independent Non-Executive Director

The Non - Executive / Independent Director will receive a monthly remuneration by way of Director's fees invoiced to the Company for a total of 12 instalments. All non-executive members will be required to attend Board of Directors meetings. Attendance via teleconference is accepted in cases where the director cannot appear in person due to overseas travel.

Employees-Other Staff

Employees are entitled to fixed remuneration. For the fixed remuneration, the employees will be entitled to an annual remuneration paid in 13 instalments as may be approved by the Board of Directors. The fixed remuneration will include any statutory contributions (such as social insurance) by the employee. The Remuneration that Employees receive for their professional activities at the Company must be stipulated definitively in their employment contracts. The employment contract and any subsequent amendments must be in written form.

Yearly Appraisal

All employees are evaluated individually on how they carry out their responsibilities in their own specific roles. Formal performance appraisals will take place annually (between January and March) to evaluate the performance of each employee. The head of each department or any one of the senior management will perform the role of the appraiser.

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A Cyprus Investment Firm Licensed and Regulated by the Cyprus Securities and Exchange Commission (Cysec) with License number:
253/14

Incorporated in the Republic of Cyprus Reg No. 317107

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April 2022