

## **Restrained remuneration policy**

Our company's policy is focused on long-term relationships with our clients, and on our clients' interests. To achieve this, it is important that we have well-qualified and committed employees. Our remuneration policy is designed to help promote, attract and retain the right employees. We ensure that our employees are not incentivised by rewards and treat each and every customer with care. That is why our employees receive only a fixed salary and a 13th-month pay.