

## OneSky Remuneration Policy (Jan 2014)

To establish the remuneration of top management official, the Board members conduct an annual review by interviewing board and direct reports. The basis for a salary compensation is derived from two sources: the Centre for nonprofit management compensation & Benefits survey and Charity Navigator or Chronicle of Philanthropy Surveys. After the Board votes on the recommendations made by the compensation committee, the committee meets with the employee, shares the review and conveys the board-approved compensation for the upcoming year.

All other employees' remunerations are based on the non-profit surveys in US and China. The adjustments are made based on the annual performance review conducted by their direct supervisors. The Board reviews and approves the annual budget including the compensation of all employees.

None of the Board members receive a remuneration, except for Jenny Bowen. For her services as CEO of our foundation, Jenny Bowen receives a fair compensation.'