

OneSky Remuneration Policy (Jan 2021)

To establish the remuneration of Directors & Officer, the Board members conduct an annual review by interviewing board and direct reports. The basis for a salary compensation is derived from California based NGOs pay survey and USA nationwide NGOs pay survey. 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 non-profit pay surveys (if available) or market research in each of its operating territory. The adjustments are made based on the annual performance review conducted by their direct supervisors and subject always to funding projections. 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 and Rachel Xing. Ms Bowen receives a fair compensation for her services as the founder and strategic advisor of OneSky. Miss Xing for her services as the CEO of OneSky Beijing Representative Office.