

ONESKY REMUNERATION POLICY

- *The Board of Directors authorize, by resolution, the payment to a director of reasonable compensation for carrying out his or her duties as a director, such as for attending meetings of the Board and Board Committees.*
- *OneSky Compensation Committee, composed of CEO, CFO, CAO and Global Director, People and Culture, conducts annual review of the organization-wide salary adjustments including Executive team members' and Directors' level employee compensation package. It also decides the compensation package for any of the Chief Suite executives when first hired, appointed, or promoted.*
- *The Board of Directors review any compensation packages (including all benefits) and the annual reviews of the Chief Executive Officer, the Executive Director and CFO on the basis of just and reasonable.*
- *In order to determine "Fair and Reasonable" salary, OneSky subscribes to NGO salary surveys conducted by specialized firms in each of its operation territories where available. OneSky targets to pay its staff at the median salary level as compared to other NGOs in the territory subject always to its funding forecast and budget constraints.*

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