

Huuuge, Inc.

## A statement on the company's compliance with the corporate governance principles contained in Best Practice for GPW Listed Companies 2021

According to the current status of compliance with the Best Practice, the Company does not apply 19 detailed principles: 1.3.1., 1.3.2., 1.4., 1.4.1., 1.4.2., 2.1., 2.2., 2.7., 2.11.6., 3.5., 3.6., 4.5., 4.7., 4.12., 5.5., 5.6., 5.7., 6.3., 6.4.

### 1. DISCLOSURE POLICY, INVESTOR COMMUNICATIONS

**In the interest of all market participants and their own interest, listed companies ensure quality investor communications and pursue a transparent and fair disclosure policy.**

- 1.1. Companies maintain efficient communications with capital market participants and provide fair information about matters that concern them. For that purpose, companies use diverse tools and forms of communication, including in particular the corporate website where they publish all information relevant for investors.  
*The principle is applied.*
- 1.2. Companies make available their financial results compiled in periodic reports as soon as possible after the end of each reporting period; should that not be feasible for substantial reasons, companies publish at least preliminary financial estimates as soon as possible.  
*The principle is applied.*
- 1.3. Companies integrate ESG factors in their business strategy, including in particular:
  - 1.3.1. environmental factors, including measures and risks relating to climate change and sustainable development;  
*The principle is not applied.*  
**Comments of the Company:** The Issuer is currently working on the ESG strategy and plans to publish it once it is approved. Environmental factors will be included in the strategy.
  - 1.3.2. social and employee factors, including among others actions taken and planned to ensure equal treatment of women and men, decent working conditions, respect for employees' rights, dialogue with local communities, customer relations.  
*The principle is not applied.*  
**Comments of the Company:** The Issuer is currently working on the ESG strategy and plans to publish it once it is approved. Social and employee factors will be included in the strategy. Currently, in order to ensure promotion of social and employee factors within the organization, the Issuer has implemented Code of Conduct, Anti-Harassment Policy and Whistleblowing Policy.
- 1.4. To ensure quality communications with stakeholders, as a part of the business strategy, companies publish on their website information concerning the framework of the strategy, measurable goals, including in particular long-term goals, planned activities and their status, defined by measures, both financial and non-financial. ESG information concerning the strategy should among others:  
*The principle is not applied.*  
**Comments of the Company:** To ensure quality investor communications, the Issuer publishes on website assumptions of its business strategy, including strategic objectives and directions of planned activities. Progress in the implementation of this strategy, including a description of significant achievements and failures, is reported in the Company's financial reports. Additionally, the progress of the strategy implementation is commented by management during earnings calls for investors. Currently the Issuer does not include the ESG factors in business strategy. The Issuer is currently working on the ESG strategy and plans to publish it once it is approved.
  - 1.4.1. explain how the decision-making processes of the company and its group members integrate climate change, including the resulting risks;  
*The principle is not applied.*  
**Comments of the Company:** The Issuer is currently working on the ESG strategy and plans to publish it once it is approved.
  - 1.4.2. present the equal pay index for employees, defined as the percentage difference between the average monthly pay (including bonuses, awards and other benefits) of women and men in the last year, and

present information about actions taken to eliminate any pay gaps, including a presentation of related risks and the time horizon of the equality target.

*The principle is not applied.*

**Comments of the Company:** *The Issuer does not publish equal pay index data. The Issuer hires and remunerates its employees on the basis of their competences, experience and knowledge, without any gender discrimination.*

- 1.5. Companies disclose at least on an annual basis the amounts expensed by the company and its group in support of culture, sports, charities, the media, social organisations, trade unions, etc. If the company or its group pay such expenses in the reporting year, the disclosure presents a list of such expenses.

*The principle is applied.*

- 1.6. Companies participating in the WIG20, mWIG40 or sWIG80 index hold on a quarterly basis and other companies hold at least on an annual basis a meeting with investors to which they invite in particular shareholders, analysts, industry experts and the media. At such meetings, the management board of the company presents and comments on the strategy and its implementation, the financial results of the company and its group, and the key events impacting the business of the company and its group, their results and outlook. At such meetings, the management board of the company publicly provides answers and explanations to questions raised.

*The principle is applied.*

- 1.7. If an investor requests any information about a company, the company replies immediately and in any case no later than within 14 days.

*The principle is applied.*

## 2. MANAGEMENT BOARD, SUPERVISORY BOARD

**To ensure top standards of the responsibilities and effective performance of the management board and the supervisory board of a company, only persons with the adequate competences, skills and experience are appointed to the management board and the supervisory board.**

**Management Board members act in the interest of the company and are responsible for its activity. The management board is responsible among others for the company's leadership, engagement in setting and implementing its strategic objectives, and ensuring the company's efficiency and safety.**

**Supervisory board members acting in their function and to the extent of their responsibilities on the supervisory board follow their independent opinion and judgement, including in decision making, and act in the interest of the company.**

**The supervisory board functions in the spirit of debate and analyses the position of the company in the context of the sector and the market on the basis of information provided by the management board of the company and via the company's internal systems and functions and obtained from external sources, using the output of its committees. The supervisory board in particular issues opinions on the company's strategy, verifies the work of the management board in pursuit of defined strategic objectives, and monitors the company's performance.**

- 2.1. Companies should have in place a diversity policy applicable to the management board and the supervisory board, approved by the supervisory board and the general meeting, respectively. The diversity policy defines diversity goals and criteria, among others including gender, education, expertise, age, professional experience, and specifies the target dates and the monitoring systems for such goals. With regard to gender diversity of corporate bodies, the participation of the minority group in each body should be at least 30%.

*The principle is not applied.*

**Comments of the Company:** *The Issuer exercises a policy of employing persons who are competent, creative and have the professional experience and education necessary to perform their duties. The Issuer does not ensure the balanced participation of men and women on the Issuer's Board of Directors.*

- 2.2. Decisions to elect members of the management board or the supervisory board of companies should ensure that the composition of those bodies is diverse by appointing persons ensuring diversity, among others in order to achieve the target minimum participation of the minority group of at least 30% according to the goals of the established diversity policy referred to in principle 2.1.

*The principle is not applied.*

**Comments of the Company:** *See explanation to point 2.1. above.*

- 2.3. At least two members of the supervisory board meet the criteria of being independent referred to in the Act of 11 May 2017 on Auditors, Audit Firms and Public Supervision, and have no actual and material relations with any shareholder who holds at least 5% of the total vote in the company.

The principle is applied.

**Comments of the Company:** The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors. At least two members of the Board of Directors meet the criteria of being independent referred to in the Act of 11 May 2017 on Auditors, Audit Firms and Public Supervision, and have no actual and material relations with any shareholder who holds at least 5% of the total vote in the company.

- 2.4. The supervisory board and the management board vote in an open ballot unless otherwise required by law.

The principle is applied.

**Comments of the Company:** The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors.

- 2.5. Members of the supervisory board and members of the management board who vote against a resolution may have their dissenting vote recorded in the minutes.

The principle is applied.

**Comments of the Company:** The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors.

- 2.6. Functions on the management board of a company are the main area of the professional activity of management board members. Management board members should not engage in additional professional activities if the time devoted to such activities prevents their proper performance in the company.

The principle is applied.

**Comments of the Company:** This principle is applied in relation to the Issuer's President. The Board of Directors in the Issuer is a one-tier management structure and most of the Board of Directors members have other professional activity in addition to the Issuer.

- 2.7. A company's management board members may sit on corporate bodies of companies other than members of its group subject to the approval of the supervisory board.

The principle is not applied.

**Comments of the Company:** According to the Issuer's Certificate of Incorporation, the consent of the Board of Directors is not required for the President (or any Director) to sit on the management or supervisory board of companies other than members of the Issuer's group.

- 2.8. Supervisory board members should be able to devote the time necessary to perform their duties.

The principle is applied.

**Comments of the Company:** The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors.

- 2.9. The chair of the supervisory board should not combine this function with that of chair of the audit committee of the supervisory board.

The principle is applied.

**Comments of the Company:** The Issuer is a Delaware corporation and in its corporate structure there is no position of the chairman of the supervisory board (or Board of Directors). The chairman of the audit committee meets the independence criteria established by the company.

- 2.10. Companies allocate administrative and financial resources necessary to ensure efficient functioning of the supervisory board in a manner adequate to their size and financial standing.

The principle is applied.

- 2.11. In addition to its responsibilities laid down in the legislation, the supervisory board prepares and presents an annual report to the annual general meeting once per year. Such report includes at least the following:

- 2.11.1. information about the members of the supervisory board and its committees, including indication of those supervisory board members who fulfil the criteria of being independent referred to in the Act of 11 May 2017 on Auditors, Audit Firms and Public Supervision and those supervisory board members who have no actual and material relations with any shareholder who holds at least 5% of the total vote in the company, and information about the members of the supervisory board in the context of diversity;

The principle is applied.

**Comments of the Company:** Issuer's Comment: The Issuer does not have a supervisory board, operates in a one-tier management structure and presents information on the members of the Board of Directors. Relevant information listed below are included in the Annual Report of the Company prepared by the Board of Directors.

- 2.11.2. summary of the activity of the supervisory board and its committees;

The principle is applied.

- 2.11.3. assessment of the company's standing on a consolidated basis, including assessment of the internal control, risk management and compliance systems and the internal audit function, and information about measures taken by the supervisory board to perform such assessment; such assessment should cover all significant controls, in particular reporting and operational controls;

The principle is applied.

- 2.11.4. assessment of the company's compliance with the corporate governance principles and the manner of compliance with the disclosure obligations concerning compliance with the corporate governance principles defined in the Exchange Rules and the regulations on current and periodic reports published by issuers of securities, and information about measures taken by the supervisory board to perform such assessment;

The principle is applied.

- 2.11.5. assessment of the rationality of expenses referred to in principle 1.5;

The principle is applied.

- 2.11.6. information regarding the degree of implementation of the diversity policy applicable to the management board and the supervisory board, including the achievement of goals referred to in principle 2.1.

The principle is not applied.

**Comments of the Company:** *The Issuer exercises a policy of employing persons who are competent, creative and have the professional experience and education necessary to perform their duties. The Issuer does not ensure the balanced participation of men and women on the Issuer's Board of Directors.*

### 3. INTERNAL SYSTEMS AND FUNCTIONS

**Efficient internal systems and functions are an indispensable tool of exercising supervision over a company.**

**The systems cover the company and all areas of activity of its group which have a significant impact on the position of the company.**

- 3.1. Listed companies maintain efficient internal control, risk management and compliance systems and an efficient internal audit function adequate to the size of the company and the type and scale of its activity; the management board is responsible for their functioning.

The principle is applied.

**Comments of the Company:** *The Issuer has a one-tier management structure, therefore the principle regarding members of the management board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors.*

- 3.2. Companies' organisation includes units responsible for the tasks of individual systems and functions unless it is not reasonable due to the size of the company or the type of its activity.

The principle is applied.

- 3.3. Companies participating in the WIG20, mWIG40 or sWIG80 index appoint an internal auditor to head the internal audit function in compliance with generally accepted international standards for the professional practice of internal auditing. In other companies which do not appoint an internal auditor who meets such requirements, the audit committee (or the supervisory board if it performs the functions of the audit committee) assesses on an annual basis whether such person should be appointed.

The principle is applied.

- 3.4. The remuneration of persons responsible for risk and compliance management and of the head of internal audit should depend on the performance of delegated tasks rather than short-term results of the company.

The principle is applied.

**Comments of the Company:** *The remuneration of persons responsible for risk and compliance management depend on the performance of delegated tasks rather than short-term results of the company. The Issuer has not appointed the head of internal audit yet.*

- 3.5. Persons responsible for risk and compliance management report directly to the president or other member of the management board.

The principle is not applied.

**Comments of the Company:** *Person responsible for risk management reports to the Chief Operating Officer, member of the executive management team. Person responsible for compliance management reports to the General Counsel. The General Counsel reports to the Treasurer & Chief Financial Officer, member of the executive management team. The Issuer does not have a management board.*

- 3.6. The head of internal audit reports organisationally to the president of the management board and functionally to the chair of the audit committee or the chair of the supervisory board if the supervisory board performs the functions of the audit committee.

The principle is not applied.

**Comments of the Company:** *The Issuer has a one-tier management structure, therefore the principle regarding members of the management board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors. The Issuer has not appointed the head of internal audit. The Issuer's Audit Committee assesses on an annual basis whether such a person should be appointed, according to the principle 3.3.*

- 3.7. Principles 3.4 to 3.6 apply also to members of the company's group which are material to its activity if they appoint persons to perform such tasks.

The principle is applied.

- 3.8. The person responsible for internal audit or the management board if such function is not performed separately in the company reports to the supervisory board at least once per year with their assessment of the efficiency of the systems and functions referred to in principle 3.1 and tables a relevant report.

The principle is applied.

**Comments of the Company:** The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors. However, the President reports to the Board of Directors his assessment of the efficiency of the systems and functions referred to in principle 3.1.

- 3.9. The supervisory board monitors the efficiency of the systems and functions referred to in principle 3.1 among others on the basis of reports provided periodically by the persons responsible for the functions and the company's management board, and makes annual assessment of the efficiency of such systems and functions according to principle 2.11.3. Where the company has an audit committee, the audit committee monitors the efficiency of the systems and functions referred to in principle 3.1, which however does not release the supervisory board from the annual assessment of the efficiency of such systems and functions.

The principle is applied.

**Comments of the Company:** The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors. The Board of Directors together with the President of the Company are responsible for overseeing the financial reporting process of the Group, including monitoring of the efficiency of the systems and functions referred to in principle 3.1. The Issuer has an Audit Committee that reports to the Board of Directors. The Audit Committee is responsible for the supervision over the adequacy of the internal control system and over monitoring its effectiveness in the preparation of the consolidated financial statements.

- 3.10. Companies participating in the WIG20, mWIG40 or sWIG80 index have the internal audit function reviewed at least once every five years by an independent auditor appointed with the participation of the audit committee.

The principle not applicable.

**Comments of the Company:** The Company is not included in the WIG20, mWIG40 or sWIG80.

## 4. GENERAL MEETING, SHAREHOLDER RELATIONS

**The management board and the supervisory board of listed companies should encourage the engagement of shareholders in matters of the company, in particular through active participation in the general meeting, either in person or through a proxy.**

**The general meeting should proceed by respecting the rights of all shareholders and ensuring that passed resolutions do not infringe on legitimate interests of different groups of shareholders.**

**Shareholders who participate in a general meeting exercise their rights in accordance with the rules of good conduct. Participants of a general meeting should come prepared to the general meeting.**

- 4.1. Companies should enable their shareholders to participate in a general meeting by means of electronic communication (e-meeting) if justified by the expectations of shareholders notified to the company, provided that the company is in a position to provide the technical infrastructure necessary for such general meeting to proceed.

The principle is applied.

- 4.2. Companies set the place and date and the form of a general meeting so as to enable the participation of the highest possible number of shareholders. For that purpose, companies strive to ensure that the cancellation of a general meeting, change of its date or break in its proceedings take place only if justified and do not prevent or limit the exercising of the shareholders' rights to participate in the general meeting.

The principle is applied.

- 4.3. Companies provide a public real-life broadcast of the general meeting.

The principle is applied.

- 4.4. Presence of representatives of the media is allowed at general meetings.

The principle is applied.

- 4.5. If the management board becomes aware a general meeting being convened pursuant to Article 399 § 2 - 4 of the Commercial Companies Code, the management board immediately takes steps which it is required to take in order to organise and conduct the general meeting. The foregoing applies also where a general meeting is convened under authority granted by the registration court according to Article 400 § 3 of the Commercial Companies Code.

The principle is not applied.

**Comments of the Company:** The Issuer is a Delaware corporation and, therefore, Section 399.2 - Section 399.4 of the Commercial Companies Code does not apply to the Issuer. However, in accordance with the Bylaws, the President may call a Special General Meeting (SGM) at the written request of the Company's shareholders owning shares of the Company representing at least 10% of the voting rights. In addition, in accordance with the Certificate of Incorporation the SGM may be called at any time by or at the direction of the Board of Directors (by resolution approved by a vote of the majority of the Directors eligible to vote) or the Chairman of the Board of Directors.

- 4.6. To help shareholders participating in a general meeting to vote on resolutions with adequate understanding, draft resolutions of the general meeting concerning matters and decisions other than points of order should contain a

justification, unless it follows from documentation tabled to the general meeting. If a matter is put on the agenda of the general meeting at the request of a shareholder or shareholders, the management board requests presentation of the justification of the proposed resolution, unless previously presented by such shareholder or shareholders.

The principle is applied.

- 4.7. The supervisory board issues opinions on draft resolutions put by the management board on the agenda of the general meeting.

The principle is not applied.

**Comments of the Company:** *The Issuer has a one-tier management structure, therefore principle regarding members of the management board and supervisory board does not apply directly to the Issuer. The Issuer is incorporated in Delaware and has one governing body, the Board of Directors.*

- 4.8. Draft resolutions of the general meeting on matters put on the agenda of the general meeting should be tabled by shareholders no later than three days before the general meeting.

The principle is applied.

- 4.9. If the general meeting is to appoint members of the supervisory board or members of the supervisory board for a new term of office:

- 4.9.1. candidates for members of the supervisory board should be nominated with a notice necessary for shareholders present at the general meeting to make an informed decision and in any case no later than three days before the general meeting; the names of candidates and all related documents should be immediately published on the company's website;

The principle is applied.

- 4.9.2. candidates for members of the supervisory board make a declaration concerning fulfilment of the requirements for members of the audit committee referred to in the Act of 11 May 2017 on Auditors, Audit Firms and Public Supervision and having actual and material relations with any shareholder who holds at least 5% of the total vote in the company.

The principle is applied.

- 4.10. Any exercise of the rights of shareholders or the way in which they exercise their rights must not hinder the proper functioning of the governing bodies of the company.

The principle is applied.

- 4.11. Members of the management board and members of the supervisory board participate in a general meeting, at the location of the meeting or via means of bilateral real-time electronic communication, as necessary to speak on matters discussed by the general meeting and answer questions asked at the general meeting. The management board presents to participants of an annual general meeting the financial results of the company and other relevant information, including non-financial information, contained in the financial statements to be approved by the general meeting. The management board presents key events of the last financial year, compares presented data with previous years, and presents the degree of implementation of the plans for the last year.

The principle is applied.

- 4.12. Resolutions of the general meeting concerning an issue of shares with subscription rights should specify the issue price or the mechanism of setting the price or authorise the competent body to set the price prior to the subscription right record date within a timeframe necessary for investors to make decisions.

The principle is not applied.

**Comments of the Company:** *The Issuer is a Delaware corporation and, accordingly, the provisions of the Commercial Companies Code do not apply. The shares are issued by the Board of Directors. The Issuer's Certificate of Incorporation provides for limited preemptive rights of the Company's shareholders. If preemptive rights apply, the Board of Directors may determine the issue price or the mechanism for determining the issue price in its sole discretion.*

- 4.13. Resolutions concerning a new issue of shares with the exclusion of subscription rights which grant pre-emptive rights for new issue shares to selected shareholders or other entities may pass subject at least to the following three criteria:

- a) the company has a rational, economically justified need to urgently raise capital or the share issue is related to rational, economically justified transactions, among others such as a merger with or the take-over of another company, or the shares are to be taken up under an incentive scheme established by the company;
- b) the persons granted the pre-emptive right are to be selected according to objective general criteria;
- c) the purchase price of the shares is in a rational relation with the current share price of the company or is to be determined in book-building on the market.

The principle is applied.

**Comments of the Company:** *The Issuer is a Delaware corporation and, accordingly, the provisions of the Commercial Companies Code do not apply. The shares are issued by the Board of Directors. The Issuer's Certificate of Incorporation provides for limited preemptive rights of the Company's shareholders.*

- 4.14. Companies should strive to distribute their profits by paying out dividends. Companies may retain all their earnings subject to any of the following criteria:

- a) the earnings are minimal and consequently the dividend would be immaterial in relation to the value of the shares;
- b) the company reports uncovered losses from previous years and the earnings are used to reduce such losses;
- c) the company can demonstrate that investment of the earnings will generate tangible benefits for the shareholders;
- d) the company generates insufficient cash flows to pay out dividends;
- e) a dividend payment would substantially increase the risk to covenants under the company's binding credit facilities or terms of bond issue;
- f) retention of the company's earnings follows recommendations of the authority which supervises the company by

virtue of its business activity.

The principle is applied.

**Comments of the Company:** The Company is a high growth Company and therefore investment of the earnings will generate tangible benefits for the shareholders.

## 5. CONFLICT OF INTEREST, RELATED PARTY TRANSACTIONS

For the purpose of this section, 'related party' is defined within the meaning of the International Accounting Standards approved in Regulation No (EU) 1606/2002 of the European Parliament and of the Council of 19 July 2002 on the application of international accounting standards.

Companies and their groups should have in place transparent procedures for managing conflicts of interest and for related party transactions where a conflict of interest may occur. The procedures should provide for ways to identify and disclose such cases and the course of action in the event that they occur.

Members of the management board and members of the supervisory board should refrain from professional or other activities which might cause a conflict of interest or adversely affect their reputation as members of the corporate body, and where a conflict of interest arises, they should immediately disclose it.

5.1. Members of the management board and members of the supervisory board notify the management board or the supervisory board, respectively, of any conflict of interest which has arisen or may arise, and refrain from discussions on the issue which may give rise to such a conflict of interest in their case.

The principle is applied.

5.2. Where a member of the management board or a member of the supervisory board concludes that a decision of the management board or the supervisory board, respectively, is in conflict with the interest of the company, he or she should request that the minutes of the management board or supervisory board meeting show his or her dissenting opinion.

The principle is applied.

5.3. No shareholder should have preference over other shareholders in related party transactions. The foregoing also concerns transactions concluded by the company's shareholders with members of the company's group.

The principle is applied.

5.4. Companies may buy back their own shares only in a procedure which respects the rights of all shareholders.

The principle is applied.

5.5. If a transaction concluded by a company with its related party requires the consent of the supervisory board, before giving its consent the supervisory board assesses whether to ask a prior opinion of a third party which can provide valuation of the transaction and review its economic impact.

The principle is not applied.

**Comments of the Company:** The Issuer is a Delaware corporation and in its corporate structure there is no Supervisory Board. The Company's Board of Directors has adopted "Related party transaction policy". According to this Policy the Company shall disclose information on all material transactions concluded with related parties on its website. The market terms of the related party transactions shall be assessed based on the information provided to the Audit Committee by an expert third party or market evidence. In order to perform the duties and obligations resulting from this Policy, the Audit Committee may also retain the services of external advisors, experts or consultants. Full text of the above-mentioned Policy is available on the Company's website in the Governance section. The Company will re-evaluate its "Related party transaction policy" to assess if any of such transactions should require the consent of the Company's Board of Directors.

5.6. If a related party transaction requires the consent of the general meeting, the supervisory board issues an opinion on the rationale of such transaction. In that case, the supervisory board assesses whether to ask a prior opinion of a third party referred to in principle 5.5.

The principle is not applied.

**Comments of the Company:** The Issuer's Certificate of Incorporation does not provide for any consent requirements for transactions with significant shareholders or related parties.

5.7. If a decision concerning the company's significant transaction with a related party is made by the general meeting, the company should give all shareholders access to information necessary to assess the impact of the transaction on the interest of the company before the decision is made, including an opinion of the supervisory board referred to in principle 5.6.

The principle is not applied.

**Comments of the Company:** The Issuer's Certificate of Incorporation does not provide for any consent requirements for transactions with significant shareholders or related parties.

## 6. REMUNERATION

**Companies and their groups protect the stability of their management teams, among others by transparent, fair, consistent and non-discriminatory terms of remuneration, including equal pay for women and men.**

**Companies' remuneration policy for members of corporate bodies and key managers should in particular determine the form, structure, and method of determining and payment of the remuneration.**

- 6.1.** The remuneration of members of the management board and members of the supervisory board and key managers should be sufficient to attract, retain and motivate persons with skills necessary for proper management and supervision of the company. The level of remuneration should be adequate to the tasks and responsibilities delegated to individuals and their resulting accountability.

*The principle is applied.*

- 6.2.** Incentive schemes should be constructed in a way necessary among others to tie the level of remuneration of members of the company's management board and key managers to the actual long-term standing of the company measured by its financial and non-financial results as well as long-term shareholder value creation, sustainable development and the company's stability.

*The principle is applied.*

- 6.3.** If companies' incentive schemes include a stock option programme for managers, the implementation of the stock option programme should depend on the beneficiaries' achievement, over a period of at least three years, of pre-defined, realistic financial and non-financial targets and sustainable development goals adequate to the company, and the share price or option exercise price for the beneficiaries cannot differ from the value of the shares at the time when such programme was approved.

*The principle is not applied.*

**Comments of the Company:** The Company has two option plans. The first option program (employee stock option plan) was established by the Board of Directors on April 3, 2015 and the second on October 19, 2019. The plans entitle employees and certain consultants of the Issuer and its subsidiaries to purchase shares of the Company's stock at a specified price upon vesting of the option and provided that the option has not expired. Each option entitles the holder to purchase one common share of the Company. Both option plans allow stock options to be exercised (at least in part) prior to three years after grant, but both plans typically have a cliff vesting of twelve months, followed by 36 monthly vesting periods, which spans the total plan over the period of four years.

- 6.4.** As the supervisory board performs its responsibilities on a continuous basis, the remuneration of supervisory board members cannot depend on the number of meetings held. The remuneration of members of committees, in particular the audit committee, should take into account additional workload on the committee.

*The principle is not applied.*

**Comments of the Company:** The non-executive directors are remunerated with (i) a fixed annual salary, (ii) an additional salary for holding a position of president of the Audit Committee or the Remuneration and Nomination Committee or being a member of the Audit Committee or the Remuneration and Nomination Committee and (iii) remuneration for the participation in every meeting held.

- 6.5.** The level of remuneration of supervisory board members should not depend on the company's short-term results.

*The principle is applied.*