

## **Avalon remuneration policy**

### Remuneration Executive Board:

The Supervisory Board determines the remuneration and other contractual conditions of the Executive Board (Statutes, article 5.9). The annual remuneration is limited to the DG standard.

### Remuneration Supervisory Board:

The Supervisory Board in principle does not receive a remuneration for its activities. However, a modest remuneration is allowed if justified by the activities and the financial situation of the organization (Statutes, article 9.6).

### Remuneration Advisory Council:

The Advisory Council does not receive any remuneration.

### Remuneration employees:

Employees are remunerated based on the internal arrangement remuneration policy of employees.