

# Reading Guide

## CCV Group Remuneration Policy

Currently we are updating our Remuneration policy. In the meanwhile, take note of the below changes while reading the policy.

- **4.4 Remuneration Committee:** CCV Group has installed a Remuneration Committee.
- **7.2 Granting of and Maximum of Variable Remuneration:** CCV Group is not operating in Switzerland anymore. Therefore, the exception in Switzerland is not applicable.
- **ANNEX I: Designated employees:** the list of designated employees is outdated, therefore we excluded the list of names. In the updated version the positions will be listed.