

“Remuneration” Policy of “Unibank Commercial Bank” OJSC has formulated based on the principles stated below:

- No contradiction between the legislation and the Bank’s internal policies;
- Implementation of fair payment for the employee’s labor based on the accurately set benchmarks, and not letting any discrimination take place during the determination of the payments, ensuring the compatibility of the remuneration system with the level of the labor market;
- Encouragement towards both individual and collective labor;
- Ensuring that the benefit received from remuneration is more than the costs directed to stimulation for the Bank;
- Ensuring that the disclosure of information related to remuneration policy is in accordance with the requirements of legislation;
- Directed towards the achievement of the Bank’s strategic goals;
- Relying on long-term performance and profitability of the Bank;
- Adequacy with the Bank's risk appetite and limitation of excess risk acceptance;
- Discouragement of taking long-term risks to achieve short-term profit for the Bank;
- Avoidance of the conflict of interests;
- Recruitment of employees with knowledge, skills, and experience suitable for the bank and creating conditions to ensure the loyalty of the employees.