



Remuneration Report

Throughout the programme, the directors of Dr Sunshine chose not to draw salaries, prioritising the financial stability of the company during its early stages. This decision reflected a prudent approach, ensuring that costs were only incurred once the business had demonstrated its ability to generate profit.

Following the successful performance of the company, and upon the recommendation of the company's mentor, the Board is proposing a performance-based bonus, subject to shareholder approval. Rather than distributing this amount equally, the bonus has been allocated based on individual contribution, effort, and level of commitment throughout the project. This approach aims to reflect accountability and recognise the varying responsibilities undertaken by each director.

The proposed allocation is as follows:

Yasmine Shawish	€ 218.75
Gabriel Borg	€ 175.00
Giuseppe Ciliberti	€ 140.00
Elizabeth Schembri	€ 122.50
Amy Vukovic	€ 87.50

This structure reinforces the principle that commitment and contribution are recognised and rewarded.

Date 11th April 2026