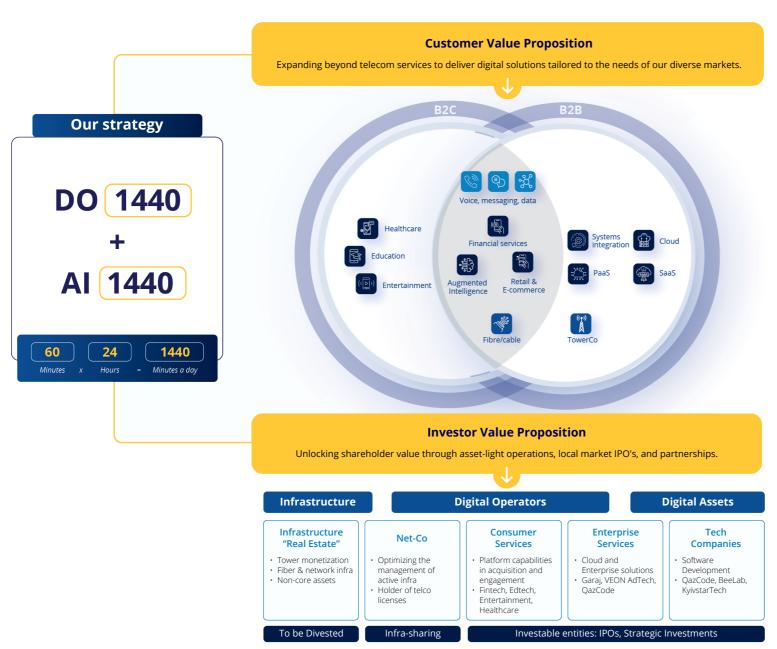
Remuneration

Our business model

We are VEON



Our capitals



Financial capital

All forms of money and other financial assets, with a short-term focus on transitioning to an asset-light company and in the long term, investing in digital services. VEON's strong capital base is supported by long-term investors



Digital and technological capital

VEON's network footprint, including mobile base transceiver stations (BTS), transmission infrastructure, fiber and our digital services and solutions



Human capital

Our high-performing, customer-focused, engaged leaders and people who enable our customers and their communities to develop and thrive from 1,440 minute per day availability of digital services, and network connection



Intellectual capital

Our brand, reputation and investment in the latest technologies and modern digital systems



Social and relationship capital

The quality and strength of our social ties, norms, networks, brands and relationships with a diverse group of stakeholders



Natural capital

The natural resources the Group uses during the normal course of business

We are VEON

Risks and opportunities

Sustainability

Performance

Governance

Remuneration

Our business model continued

