
Remuneration principles of the company

ODDO BHF Asset Management Lux (the "Company"), in its capacity as investment fund manager (IFM), has drawn up a remuneration policy in accordance with Articles 111bis and 111ter of the UCITS Act of 2010 and Article 16 of the AIFM Act of 2013. The remuneration policy applies to all employees of the company and contains separate remuneration rules for managing directors, employees whose activities have a material influence on the risk profile of the company or the investment assets under management (risk takers), employees with control functions and all employees who receive total remuneration that puts them in the same income bracket as managing directors and risk takers. The remuneration system aims to be compatible with and conducive to a sound and effective risk management system and should not incentivize risk-taking that is inconsistent with the risk profile and investment conditions of the fund. In addition, the remuneration policy should be in line with the business strategy, objectives, values and interests of the Company and the funds it manages and its investors and should also include measures to avoid conflicts of interest.

The company's Board of Directors monitors the remuneration systems, policies and structures as well as other benefits for the company's employees.

The remuneration of an employee of the company is based on their function, its complexity and the associated tasks as well as the usual remuneration for this function on the market. Variable remuneration is designed depending on the nature of the individual business areas, among other things. No employee working in a control function receives remuneration that is linked to the results of the business areas he or she supervises or controls.

No employees other than the management were included in the group of identified employees. The company's risk manager was defined as a central employee who is responsible for independent control functions that have a direct influence on the fund. Employees with comparable total remuneration are identified annually and taken into account accordingly.

Above a defined level, the company will partially defer the variable remuneration. To this end, at least half of the remuneration is deferred over a period of three years and paid out annually on a pro rata basis. The deferred remuneration is linked to the performance of the funds from a so-called index basket, which appropriately reflects the risks of the company. At least 50% of this index basket must consist of funds with ESG characteristics that are clearly stated in the sales prospectus and in the "Key Investor Information" of the respective fund.