

Remuneration Policy of the Company

In its capacity as a capital investment company, the Company has implemented a remuneration policy in accordance with § 37 KAGB. The remuneration policy applies to all employees of the Company and contains separate remuneration rules for senior management and employees whose activities have a significant influence on the risk profile of the company or on the funds they manage (risk takers), employees with control functions and all employees who receive total remuneration that places them in the same remuneration bracket as senior management and risk takers. The remuneration system shall aim to be consistent with and supportive of a sound and effective risk management system and shall not incentivise risk-taking that is inconsistent with the risk profile and investment conditions of the Fund. Furthermore, the remuneration policy shall be in line with the business strategy, objectives, values and interests of the Company and the investment funds managed by it and its investors and shall also include measures to avoid conflicts of interest.

The Supervisory Board of the Company shall oversee the remuneration systems, policies and structures as well as other benefits for the employees of the Company. The Company forms a Remuneration Committee. The majority of the Remuneration Committee is independent of the Company and consists of members of the Supervisory Board of ODDO BHF SCA who have the necessary seniority and overview of remuneration practices and governance within the ODDO BHF Group and who are not employees or officers of the Company.

The Remuneration Committee shall deal with remuneration matters on behalf of the Company's management in accordance with this Remuneration Policy.

The remuneration of an employee of the Company shall be based on his or her function, its complexity and the associated tasks as well as the remuneration customary in the market for this function. Variable remuneration is designed, among other things, depending on the nature of the individual business areas. No employee working in a control function (e.g. in the areas of investment controlling or compliance) receives remuneration that is linked to the results of the business areas he or she supervises or controls.

In addition to the Executive Board, all division heads within the Investment Management division who report directly to the CEO of the company and have decision-making powers with regard to model portfolios or asset allocation were included in the group of identified employees. The Head of Investment Controlling and the Company's Compliance Officer have been defined as key employees responsible for independent control functions that have a direct impact on the Fund. Employees with comparable total remuneration are determined annually and taken into account accordingly.

Above a defined threshold, the Company will partially defer payment and partially pay out such variable remuneration in instruments. For this purpose, deferred payment will be invested into an indexation portfolio representing the risks of the Company. The indexing portfolio for the calculation of deferred variable remuneration must include at least 50% of funds with ESG characteristics as clearly mentioned in the prospectus and the DICI of each fund concerned.



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