

IDEKAPITAL

REMUNERATION POLICY

Aims to promote sound and effective risk management. Sustainability risk is a part of the overall risk assessment, and are therefore included in the risk references in our guidelines.

In particular, sustainability risks are included in the following principles for which are the basis for awarding remuneration:

- The remuneration policy shall promote sound and effective risk management, including in relation to sustainability risks, and be in line with the investment strategies risk-tolerance and long term objectives of the funds under management.
- Remuneration shall not encourage excessive risk taking with respect to sustainability risks.
- When assessing performance in relation to variable remuneration, current and future risk, including sustainability risks, for the funds under management must be taken into account.

The effect that the remuneration scheme may have on conflicts of interest in relation to the integration of sustainability risk, including in relation to activities that involve greenwashing, incorrect presentation of investment strategies or other incorrect marketing, is considered.