

1. REMUNERATION POLICY

1.1. Preamble

KATKO CAPITAL, hereinafter the "Management Company", has implemented a remuneration policy for its management in accordance with the remuneration rules stipulated in the UCITS Directive. The remuneration policy implemented is based on principles favouring sound and efficient risk management and respecting the interest of the clients. KATKO CAPITAL is committed to establishing, implementing and maintaining remuneration policies, procedures and practices that promote sound and effective risk management, which is one of the pillars of its strategy.

The remuneration policy, hereinafter referred to as the "Policy", takes into account the general organisational and operational requirements of the Management Company and the nature, scope and complexity of its activities.

1.2. Principles

The remuneration policy of the management company (i) has been developed on the basis of an assessment of its internal organisation and in accordance with its business strategy and long-term objectives, within the framework of sound management and risk control in view of the nature, scope and complexity of its activities, (ii) does not encourage excessive risk-taking by employees which is incompatible with the risk profiles or the constitutional documents of the CIS, (iii) is based on an assessment of the financial and non-financial performance of employees on the basis of the application of measured qualitative and quantitative criteria; (iv) prohibits any form of remuneration which may create excessive risks for the management company, (v) incorporates a mechanism for adjusting the variable remuneration taking into account relevant current and future risks, (vi) advocates and encourages sound and efficient risk management.

1.3. Remuneration governance

The Policy is defined and adopted by the Management Company's Management.

The Management Company's control and risk monitoring functions are also involved in the review process of variable remuneration within the company and more specifically of the staff "concerned" (hereinafter referred to as the "Concerned Personnel").

The Concerned Personnel currently includes all the Management Company employees, who are therefore the "identified personnel" as being concerned by this Policy.

The next employees to be recruited could also be called "identified personnel":

- if they occupied key functions provided for in Article L533-22-2 of the CMF (e.g. portfolio manager, head of a support function, etc.), or
- were likely to have a significant impact on the risk profile of the company or the funds managed and whose salary would be "significant" in accordance with AMF Position DOC-2013-11 (i.e. an employee whose remuneration "falls within the same remuneration bracket as senior management and identified staff").

1.4. Principles for determining and paying remuneration (including variable remuneration)

The fixed part of the employee's remuneration rewards the employee's ability to meet the criteria defined for his/her position in a satisfactory manner,

The variable remuneration will be defined in the light of quantitative and qualitative criteria.

Quantitative criteria are defined by regulation as the numerical or financial data used to determine the remuneration of a person concerned.

These criteria are the individual contribution and the contribution of the line(s) of activity to which the employee contributes.

Qualitative criteria are defined by regulation as criteria other than quantitative criteria. These judgement criteria are financial and non-financial and reflect the assessment of the performance of each employee in relation to his/her role and the achievement of the objectives set.

The performance evaluation reflects not only the annual results achieved, but also the medium-term outlook in order to encourage behaviour leading to appropriate risk-taking for the investment functions and to link the variable remuneration of the control functions to their own performance in carrying out these functions.

1.5. Review and Amendment of the Policy

The Management Body reviews and decides each year on the different elements of the Policy. The Management Company has chosen not to set up a Remuneration Committee.

1.6. Non-circumvention of the Policy

The Management Company will not pay variable remuneration to relevant employees through instruments or methods that facilitate the circumvention of regulatory requirements.

1.7. Provision of the policy

Details of the Management Company's remuneration policy are available on request from the registered office: 9, avenue Franklin D. Roosevelt - 75008 PARIS. A paper copy can be sent free of charge to any person who requests it.