

## 10 SUMMARY OF THE PRINCIPLES OF REMUNERATION POLICY

The summary given below outlines the most important principles of the remuneration policy of MASTERINVEST Kapitalanlage GmbH.

Details regarding current remuneration policy can be found at <https://www.masterinvest.at/Rechtliche-Hinweise>. Upon request, we will send you a free hardcopy thereof.

### GENERAL PRINCIPLES OF REMUNERATION POLICY

The remuneration policy is in accordance with the business strategy, the objectives, values and long-term interests of the Managing Company as well as of the managed investment funds, it comprises precautions in order to avoid conflicts of interest and aims at promoting retention in the Managing Company of qualified staff so as to implement the strategy of customer loyalty. Normally, portfolio management of the managed investment funds is outsourced to third parties as far as permitted by law (see fund prospectus or fund information sheet). When transferring portfolio management or fund advisory to third parties (external asset managers and investment advisors) in accordance with the relevant statutory provisions, the Managing Company reviews the third party's remuneration policy in order to ensure that it is equivalent to the applicable provisions and that it is complied with. Decisions regarding remuneration are taken by the management or by the supervisory board if regarding the management.

### SPECIAL PRINCIPLES OF REMUNERATION POLICY

Special principles apply to managers and employees performing a monitoring function.

### DETERMINATION AND GRANTING OF A VARIABLE REMUNERATION

Determination of the variable remuneration as well as the use of the adjustment mechanism is done annually based on an individual written agreement on goals to be achieved comprising quantitative and qualitative indicators for performance evaluation and based on an appraisal of the employee's achievements. Goals which depend on the economic success of the company are in accordance with the business model, realistic market expectations and the owner's expectations and are guided by earnings before taxes. In any case, no performance-related variable remuneration will be paid out in case MASTERINVEST reports negative results.

### RISK RELATION AND RISK ADJUSTMENT

Remuneration policy and practice are entirely compatible with the risk management of MASTERINVEST Kapitalanlage GmbH and do not induce to assume risks exceeding the degree of risk tolerated by the Managing Company or individual investment funds, and also covers sustainability risks. Risk relation and thus risk adjustment are guaranteed by corresponding definition of goals. In order to ensure risk adjustment, any variable remuneration may be dropped in whole or in part also excluding any claims for subsequent years.

### THRESHOLD FOR SIGNIFICANCE

A threshold for significance has been defined for those employees, where any variable remuneration may apply.

### ADJUSTMENT MECHANISM

Should profitability and reputation of MASTERINVEST Kapitalanlage GmbH have suffered a severely adverse effect, the supervisory board may decide on a possible reclaim of the variable remuneration paid out over the last five years.

## **PAYMENT PROCEDURE**

The following payment procedure has been defined for payments above the threshold for significance:  
50 % of the variable remuneration will be paid out forthwith, 50 % of the variable remuneration are deferred over 5 years and thus paid out annually at a maximum rate of 10 % p.a. in the following years.

## **COMPENSATION COMMITTEE**

MASTERINVEST Kapitalanlage GmbH does not consider itself to be a complex investment company and therefore does not establish a compensation committee.