



<b>ECE Real Estate Partners</b>	
<b>13. Remuneration</b>	
<b>13.1. Remuneration Policy</b>	


Version		
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## 1. Definitions

<b>AIFM Law</b>	The Law of 12 July 2013 on alternative investment fund manager, as amended.
<b>AML/KYC Compliance Officer</b>	The person designated in accordance with the Luxembourg law of 12 November 2004 on the fight against money laundering and terrorist financing, as amended, and applicable CSSF requirements, responsible for the ongoing monitoring and control of AML/CFT compliance within the Company, acting independently from the Conducting Officers.
<b>Board</b>	The board of managers of the Company.
<b>Company or AIFM</b>	ECE Real Estate Partners S.à r.l.
<b>ESMA Guidelines</b>	The ESMA guidelines on sound remuneration policies under the AIFMD (ESMA 2013/232) as amended.
<b>Fund(s)</b>	The funds managed by the Company as listed under Appendix 1.
<b>Group</b>	ECE Group and its affiliates.
<b>Identified Staff</b>	The members of the different categories of staff listed under Appendix 1.
<b>Investor</b>	The investors in the Funds or clients having entrusted the Company with a discretionary portfolio management mandate.
<b>Policy</b>	ECE Real Estate Partners S.à r.l.'s remuneration policy.
<b>Senior Management</b>	The persons in charge of the day-to-day management of the Company (i.e. the Conducting Officers of the Company).
<b>Shareholders</b>	The Shareholders of the Company.

## 2. Process Overview

### 2.1 Laws and regulations

The Policy purports to fulfil the requirements of:

- European Commission Delegated Regulation (EU) 231/2013 of December 19, 2012, supplementing Directive 2011/61/EU of the European Parliament and of the Council with regard to exemptions, general operating conditions, depositaries, leverage, transparency and supervision (the “**Delegated Regulation**”);
- European Securities and Markets Authority’s Guidelines ESMA/2016/411 of March 31, 2016, on sound remuneration policies under the UCITS Directive and AIFM Directive (the “**ESMA Guidelines**”);
- European Securities Markets Authority’s Guidelines ESMA/2016/579 of October 14, 2016, on sound remuneration policies under the AIFMD;
- Law of 12 July 2013 on Alternative Investment Fund Managers, transposing Directive 2011/61/EU of the European Parliament and of the Council of 8 June 2011 on Alternative Investment Fund Managers (the “**12 July 2013 Law**”).



- CSSF Circular 10/437 related to the guidelines concerning the remuneration policies in the financial sector (the “**CSSF Circular 10/437**”);
- CSSF Circular 18/698 of August 23, 2018, regarding the Authorisation and organisation of investment fund managers incorporated under Luxembourg law, and containing Specific provisions on the fight against money laundering and terrorist financing applicable to investment fund managers and entities carrying out the activity of registrar agent (the “**CSSF 18/698 Circular**”);
- Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (the “**SFDR**”), as amended, and applicable delegated/implementing measures.

The Policy has been approved by the Board on the dates specified above.

## 2.2 General principles

The AIFM Remuneration Policy has been designed to ensure employees are rewarded for behaviour that upholds a culture aligned with the interests of investors and shareholders, and specifically to encourage responsible behaviour that supports long-term sustainability, environmental, social and governance risk (“**ESG risks**”) and impact goals. The Policy is consistent with and promotes sound and effective risk management, including sustainability risk, through measures that do not induce excessive risk taking.

With due regard to the above, the objective of this Policy is also to attract, retain, develop and reward the employees who contribute to the value creation of the Company and/or the Group and thereby support its performance-oriented culture.

The Policy is in line with the business strategy, the objective, the value and the interests of the Company and of the Funds as well as of the Investors and includes appropriate measures to avoid conflicts of interest.

The AIFM Remuneration Policy is based on the following general principles:

- Alignment with the business strategy, the goals, the values, the long-term objectives and interests of the AIFM. Therefore, performance management is applied on a multi-year framework;
- Provide for an appropriate balance between fixed and variable remuneration elements;
- Sets caps on variable amounts;
- There is no guaranteed entitlement to receiving a variable compensation. The payment of a variable compensation remains discretionary and can never lead to a vested right for the employee. Thus, the payment of a variable compensation can be withheld entirely or partly by the AIFM. The AIFM reserves the right to postpone payment of variable remuneration in part or completely if the situation deteriorates markedly and in particular if it can no longer be assumed that its continuation can be assured immediately or in the future;
- Provide for reimbursement (claw back) of bonuses, later on, to have been based on fraudulent data or non-accomplished performances. This can occur if:



- Internal regulations have been breached;
  - Economic performance is negative;
  - There is a failure of risk management.
- Prevent conflicts of interest, specifically regarding the ability of the AIFM to have sound risk management and investors protection principles in place;
  - Ensure that contractual severance payment for prematurely ended contracts reward effective performances rather than failures;
  - Ensure that staff engaged in financial and risk control functions are compensated in a manner that is independent of the responsibilities they oversee and commensurate their role in the AIFM;
  - Prohibit the use of vehicles or methods which aim at artificially evading the remuneration regulations.

This Remuneration Policy is laid down so that the solid and effective risk management of the AIFM can be taken into account and no incentives are given for undue risk-taking.

In accordance with Article 17(4) of the AIFM Law and section 6.6.2. of the CSSF 18/698 Circular, the Company ensures that the valuation function is functionally independent from the remuneration policy.

### 2.3 Proportionality principle

The Company shall comply with the AIFM Law requirements as well as the ESMA Guidelines in a way and to the extent that is appropriate to its size, its internal organization, the nature, and the scope and the complexity of its activities.

The Company has assessed its own characteristics and developed its own Policy which appropriately aligns the risks faced and provide adequate and effective incentives to its staff.

Based on this assessment, the Company decided (i) not to apply the proportionality principle at the level of the Company due to, among others, the size and internal organization of the Company (ii) but to invoke on a case-by-case basis with respect to the members of the different categories of staff whose professional activities may have an impact on the risk profile of the Company (i.e. the Identified Staff), the proportionality principle.

The Board is responsible to determine when the proportionality principle applies to a member of the Identified Staff other than the Board members based on recommendations made by the Human Resources. The Shareholders will determine when the proportionality principle applies to a Board member based on recommendations made by the Human Resources.

Please refer to Appendix 1 for a description of the Identified Staff for which the proportionality principle applies.

The Company reviews at least annually (and upon material change) its proportionality principle assessment, taking into account, inter alia, its assets under management (**AUM**), organisational



complexity, risk profile, strategies managed and nature of investor base. This assessment is reviewed by the by the Compliance function and the Risk Management function and is then presented to the Board for approval.

By application of the proportionality principle to a member of the Identified Staff, exemption is enforced with regard to, among others:

- The payment of variable remuneration component in Instruments;
- Retention periods;
- Deferral requirements;
- Ex-post incorporation of risk for variable remuneration.

When the variable remuneration of a member of the Identified Staff is less than a certain threshold, the Board may decide not to apply the remuneration principles. When deciding whether the proportionality principle shall apply to a member of the Identified Staff, the Board shall take into account criteria such as but not limited to the amount of the variable remuneration and the influence the member of the Identified Staff has on the management company's risk profile or on the portfolio managed.

## 2.4 Definitions

For the purposes of this Policy, remuneration consists of all forms of payments or benefits made by the Company in exchange for professional services rendered by the Company's Identified Staff.

Remuneration can be divided into:

- Fixed remuneration (payments or benefits without consideration of any performance criteria); and
- Variable remuneration (additional payments or benefits depending on performance or, in certain cases, other contractual criteria).

Both components of remuneration (fixed and variable) may include:

- Monetary payments or benefits (such as cash, shares, options, cancellation of loans to staff members at dismissal, pension contributions);
- Non (directly) monetary (such as discounts, fringe benefits or special allowance for car, mobile phone, etc.).

Some funds managed by the Company, could also include carried interests. In line with Article 1 of the AIFM Law, carried interest is "a share in the profits of the AIF accrued to the AIFM as compensation for the management of the AIF and excluding any share in the profits of the AIF accrued to the AIFM as a return on any investment by the AIFM into the AIF".

This Policy applies to all staff of the Company to the extent they qualify as Identified Staff.



## 2.5 Staff identification

In accordance with Paragraph 6 of Annex II of the ESMA Guidelines 2016/411, the AIFM has performed its assessment of the persons which it finds as having material impact on its risk profile or the risk profiles of the AIF that it manages. These members of staff are referred to as the “**Identified Staff**”.

The AIFM has applied the principle of proportionality in its assessment and has taken into consideration the following elements, where relevant:

- The size of the obligations into which a risk taker may enter on behalf of the AIFM;
- The size of the group of persons, who have only collectively a material impact on the risk profile of the AIFM;
- The structure of the remuneration of the staff members (e.g. fixed salary with a variable remuneration), in particular, the amount of variable remuneration perceived and the percentage of variable remuneration over the fixed remuneration.

The list of Identified Staff includes:

- Executive and non-executive members of the Board of the AIFM,
- Senior management also called Conducting Officers;
- Persons in charge of the control functions:(the head of the Risk Management function, the head of Compliance function, the AML/KYC Compliance Officer and the head of Internal Audit);
- Staff responsible for heading the portfolio management, administration, marketing, human resources departments;
- Other risk takers such as: staff members, whose professional activities – either individually or collectively, as members of a group (e.g. a unit or part of a department) – can exert material influence on the AIFM’s risk profile or on an AIF it manages, including persons capable of entering into contracts/positions and taking decisions that materially affect the risk positions of the AIFM or of an AIF it manages. Such staff can include, for instance, salespersons, individual traders and specific trading desks;
- Other employee/persons who have a material impact on the risk profile of the AIFM or of the Funds it manages and whose total remuneration takes them into the same remuneration bracket as Senior Managers and risk-takers.

## 3. Main Functions involved in the Remuneration Process

### 3.1. The Shareholder

The Shareholder will fix the remuneration of the members of the Board. The Shareholder may decide to allocate a global envelope to the Board rather than allocating a fix sum to each Board member. In such case, the envelope will be allocated between the Board members by the Board itself.



### **3.2. The Board**

Remuneration of members of the executive board are set by resolution of the sole shareholder at the suggestion of its chairman.

The members of the executive board are to be regarded as risk takers within the meaning of the CSSF remuneration guidelines.

The remuneration of the board of managers not involved in the day-to-day operation of the AIFM shall not be linked to the AIFM's short-term results but shall instead be based on other factors such as the time spent performing the function and the level of responsibility.

Agreements on objectives for members of the executive board are concluded with the shareholders. Economic, individual and group objectives can be agreed. The starting point for agreements on objectives is the plan approved by the Board each December for the following year.

When agreeing the objectives, care is taken to ensure that no undue risk-taking is demanded. These risks include sustainability risk factors, which can be quantitative or qualitative and reflect relevant environmental, social and governance aspects, as well as principal adverse impacts. The individual objectives agreed with members of the Board are weighted against each other and may contain additional objectives in the respective area of responsibility.

The Board will have the prerogative to assess and fix the remuneration of the Senior Management and of the persons heading the control functions (i.e. Compliance Officer, the AML/KYC Compliance Officer and the Risk Manager). This will be decided based on the Human Resources suggestion. The internal audit function is delegated and therefore not included as part of the control functions.

The Board is also responsible to fix the global envelope for the variable remuneration component of the Senior Management and Identified Staff.

### **3.3. Human Resources**

The Human Resources are responsible for the preparation of decisions regarding remuneration, including those which have implications for the risk management of the Company. The Human Resources shall have the aim to create a favourable work environment to attract and retain staff.

Given the scope, nature and complexity of the activities of the Company and the internal organisation of the Company as well as the integration of the Company within the Group, the Board considers that no remuneration committee is needed to be set up within the Company



and the human resources function is performed by the Managing Director and the Shareholder.

In principle, the Human Resources benefits from a position in the Group which enables this function to have an independent judgment on remuneration policies, practices and the incentives created for managing risk.

Human Resources has sufficient expertise and professional experience concerning risk management and control activities, namely with regard to the mechanism for aligning the remuneration structure to the Company's risk and capital profiles.

This function may seek expert advice internally (e.g. from risk management) and externally. His remuneration is aligned with remuneration rules equivalent to the principles defined in this policy which permits to avoid conflict of interest.

Human Resources is in charge of the following points / tasks:

- Be responsible for the preparation of recommendations as further detailed in this Policy;
- Provide its support and advice on the design of the Policy;
- Have access to advice, internal and external, that is independent of advice provided by or to the Senior Management;
- Support the shareholder and the Board in overseeing the remuneration system's design and operation;
- Devote specific attention to the assessment of the mechanisms adopted to ensure that:
  - The remuneration system properly takes into account all types of risks and liquidity and assets under management levels; and
  - The overall Policy is consistent with the business strategy, objectives, values and interests of the Company and the Funds under management and
- Formally review a number of possible scenarios to test how the remuneration system will react to future external and internal events, and back test it as well.

As part of the performance of its tasks, the Human Resources will in particular:

- Have unfettered access to all data and information concerning the decision-making process on the remuneration system's design and implementation;
- Have unfettered access to all information and data from risk management and control functions to the extent such access will not hinder the Company's ordinary activities;
- Ensure the proper involvement of the internal control (e.g. risk management and internal audit).; and
- Provide adequate information to the Board, and, where appropriate, to the Company's shareholder' meeting about the activities performed.

### **3.4. The Senior Management**

The Senior Management will have the responsibility to advise the Human Resources concerning the performance of the Identified Staff. The Senior Management is composed of all Conducting



Officers.

The Senior Management will hold, on an annual basis, a meeting to assess the performance of each member of the Identified Staff during the year and to define the parameters of evaluation for the following year. At the occasion of this meeting, they also fix quantitative and qualitative objectives to the staff. They will do this with the support of the Human Resources who will review the conclusions.

Quantitative objectives defined as:

- Company earnings or earnings of a specific unit;
- Efficiency/cost saving;
- Long term profitability;
- Adequate performance;

Qualitative objectives defined as:

- Compliance; value and ethics follow up;
- Teamwork/leadership;
- Investor satisfaction;
- Learning attitude;
- Risk governance, including sustainability risk.

The objectives are weighted as following:

- Quantitative: 25%
- Qualitative: 75%

### **3.5. The Internal control functions**

The risk management function will assess how the variable remuneration structure affects the risk profile of the Company. The risk manager will notably validate and assess the risk adjustment data and will attend relevant meetings of the Human Resources for this purpose.

The internal audit function will periodically carry out an independent audit of the design, implementation and effects of the Company's remuneration policies.

The remuneration of the Conducting Officers with control functions is independent of the areas they control. They are endowed with the necessary powers to perform their respective functions independently. Their remuneration, like that of all other employees with control functions, is not highly related to the economic success or risk-taking of the AIFM or the Funds, but primarily to achieving their individual objectives, irrespective of the areas controlled or for which they are responsible.

## **4. Salaries of Employees**

### **4.1. Fixed annual salary**



The fixed annual salary resulting from the agreement in the individual contract reflects the grade of the function continuously exercised. It corresponds to the monthly salary x 12. The level of the fixed salary must be appropriate for the market and set so that the proportion of the variable remuneration does not exceed 50% of the total remuneration.

Changes to the fixed salary are made at the suggestion of the management based on the assessment of the individual's performance and sustained success, and changes in market conditions within the framework of the powers laid down for the AIFM to increase salaries.

#### **4.2. Variable remuneration**

##### **4.2.1. Main criteria**

Criteria used in the performance assessment to determine variable remuneration reflect the vision and mission of the Fund to generate social and environmental impact alongside financial returns. The variable remuneration structure also takes into account the long-term nature of many of the Company's objectives.

Any payment of remunerations and bonuses under any form whatsoever paid directly by the Company, should in all cases, except if such payment constitutes a reimbursement of expenses or a pro-rata return on investment within the meaning of the ESMA Guidelines, follow the principles set forth hereinafter:

The appropriate balance of remuneration components may vary across staff members, depending on their functions, activities, seniority and their personal achievements.

To avoid encouraging any excessive risk-taking the Company has no remuneration mechanism consisting of units or shares of the Funds concerned or equivalent interests, share linked investments or non-cash instruments.

Variable remuneration is a discretionary annual payment made by the AIFM. It recognizes the individual, team performance of a staff member and of the overall results of the AIFM for a particular financial year and does not carry any pension rights.

By virtue of proportionality, the employees' performance is appraised on the basis of the objectives agreed with the employee and the extent to which these have been reached.

The individual sums are based on the performance appraisal by the management. The appraisal depends on the extent to which the agreed objectives have been achieved, together with an assessment of compliance with the internal procedure of the AIFM. When agreeing the objectives, care is taken to ensure that no undue risk-taking is demanded.

The amount of the variable remuneration is set to a maximum of 50% of the annual fixed salary



actually received by the employee in the financial year in question (calendar year fixed salary) and should correspond to normal good performance or achievement of objectives.

The objectives must be set so that the employee can obtain its variable remuneration if performance is good. The individual objectives set with the employee must be weighed against each other; the achievement of objectives must be determined and evaluated for each individual objective at the time of assessment, at the end of the financial year.

Variable remuneration does not consist of deferral payment beyond one year, i.e. there is no contribution in kind in the form of equity, options or other funds.

The following are the criteria used by the AIFM to determine the variable remuneration of the Identified Staff:

#### **4.2.2. Luxembourg profit-sharing bonus (“prime participative”)**

The Company may, where legally and operationally feasible, grant part of the variable remuneration of Senior Management in the form of a Luxembourg profit-sharing bonus (prime participative). Eligibility may be limited to members of Senior Management having more than five years of service with the Company on the date on which the variable remuneration is approved. Any such payment remains subject to applicable Luxembourg legal, tax and social security rules in force at the time of approval and payment.”

#### **4.2.3. Non-financial criteria**

##### Company's performance

When fixing the variable remuneration component of a member of the Identified Staff, the performance of the Company and the forecast for the future performance shall be taken into account.

##### Seniority and professional experience:

- Loyalty and tenure at the Company with a special consideration for periods beyond 10 years;
- Theoretical experience attained through education and training;
- Practical experience gained in previous occupations;
- Specific skills and technical knowledge: banking, fund (or discretionary portfolio) management, economic, finance, marketing, IT, accounting, regulatory, investment firm business strategy, risk management, compliance, audit, legal; and
- Career criteria: length of the career, numbers of previous jobs, nature/type/complexity of the previous occupation, responsibilities, number of subordinates.

##### Commitment and individual efforts:



- The availability of the relevant staff member;
- Ability to work with other members of the team as well as interact with other internal and external stakeholders; regular and active participation in departmental and inter-departmental meetings.

Reputational criteria:

- Criminal records, previous employers' reputation, potential regulatory sanctions, analysis of the administrative sanctions, current and past investigation, non-compliance breach declared by regulatory or professional bodies as well as potential refusal of authorisation by a supervisory authority or professional;
- Any evidence that the member has not been transparent, open, and cooperative in his dealings with supervisory or regulatory authorities or with his hierarchy; and
- The reasons for any dismissal from employment or any position of trust, fiduciary relationship, or similar situation, or having been asked to resign from employment in such a position.

The following situations regarding past and present business performance and financial soundness of a member with regard to their potential impact on the member's reputation should be considered:

- Inclusion on the list of unreliable debtors or any negative records on this kind of list conducted by a recognised credit bureau if available;
  - Declaration of personal bankruptcy; and
  - Civil lawsuits, administrative or criminal proceedings, large investments or exposures and loans taken out, insofar as they can have a significant impact on the financial soundness of the member.
- Long term profitability;
- The influence of the relevant staff member on the profits of the Company;
  - The influence of the relevant staff member on the profits of his/her business line or the Funds concerned; and
  - The relevant staff member's profitability.
- Achievement of the personal objectives set year on year.
- Each year the performance of the members of the identified staff will be assessed.

#### **4.2.4. ESG criteria**

For senior management, the following ESG criteria are used by the AIFM to determine the variable remuneration:

- Employee satisfaction, to the extent the score is externally measured or audited. For the sake of clarity, it is considered to be externally measured when the company can formulate questions but not change the outcome of the responses;



- Promoting the ECE Code of Conduct and the ECE REP Code of Conduct and promoting their ethics culture and have all employees signed their adherence to the ECE Code of Conduct and the ECE REP Code of Conduct;
- Reaching certain social and/or environmental impact targets, including promoting selected social and/or environmental characteristics and, when applicable, compliance with minimum proportion of sustainable investments as defined in the SFDR pre-contractual disclosures of Article 8 SFDR funds under management;
- Progress with regards to efficient monitoring and minimizing Principle Adverse Impacts, as defined in the SFDR, of funds under management;
- Performance of the GRESB and UNPRI assessment reports with a score of 4 stars or above;
- Working towards strengthening internal expertise and awareness with regards to ESG related matters.

#### **4.2.5. Deferred variable remuneration**

At least 40% of the variable remuneration component shall be deferred over a period of 3 years so as to reward the staff for the sustainability of the performance in the long term and remain in a position to adjust the remuneration to ex-post risks.

Before paying out the deferred part of the remuneration, a reassessment of the performance and, if necessary, a risk adjustment will be performed by the Human Resources to align variable remuneration to risks and errors in the performance and risk assessments that have appeared since the staff members were awarded their variable remuneration component.

The variable remuneration, including the deferred portion (if any), will only be paid if it is sustainable according to the financial situation of the Company as a whole and justified according to the performance of the individual concerned. As a result, the variable part of the remuneration shall never be guaranteed, and the Company reserves the right to not pay it (or to reduce it) if it is not sustainable.

The Company may nevertheless, on exceptional basis, decide to guarantee the payment of an exceptional variable remuneration in the context of hiring a highly qualified new staff. In such a case, the Company will set the terms and conditions of such exceptional bonus taking into consideration the financial soundness of the Company. Any such arrangement will be subject to the prior approval of the shareholder of the Company, upon recommendation of the Human Resources.

#### **4.2.6. Adjustments in the variable remuneration**

Once a variable remuneration component has been awarded to the Identified Staff, and an upfront part has already been paid, the Company will be entitled to adjust such variable remuneration taking into account the outcomes of Identified Staff's actions (the "**Adjustment**"). The Adjustment shall always be related to the performance of Identified Staff, based on an analysis of



the initial and ex-post-performance measurement. The variables used to assess Identified Staff's performance will measure outcomes as close as possible to the level of the decisions made by Identified Staff member that is subject to the Adjustment.

The Adjustment, e.g. by lowering cash remuneration, may take the following forms:

- Malus clauses, enabling the Company to prevent the vesting of all or part of the deferred remuneration award. The effect of maluses shall not be inflated by paying out artificially high interest (above market rates) on the cash deferred parts to the Identified Staff member. Maluses operate by affecting the vesting point and cannot operate after the end of the deferral period; and
- Clawback clauses, pursuant to which Identified Staff agrees to return ownership of an amount of remuneration to the Company under certain circumstances, including risk outcomes. A clawback should typically operate in the case of established fraud or misleading information, and, where applicable, in case of remuneration received in breach of the legal and regulatory framework.

The Company will utilize specific criteria whereby malus and clawbacks would apply, including:

- Evidence of misbehaviour or serious error by the Identified Staff (e.g. breach of ECE Code of Conduct or ECE REP Code of Conduct, and other internal rules, especially concerning risks);
- ; and
- Significant changes in the Company's overall financial situation.

The Adjustment shall in particular be subject to the following principles:

- The explicit Adjustment may not lead to an increase of the deferred part; and
- The Company will not compensate the Adjustment made on a year by awarding, paying out or vesting on the following year(s) a greater amount of variable remuneration than it otherwise would have done, unless it becomes obvious in subsequent years that the Company's financial results justify such actions.

All payments related to the early termination of a contract will reflect performance achieved over time and will not be designed in a way that rewards failure.

"Golden parachute" arrangements for Identified Staff who are leaving the Company, and which generate large pay-outs without any performance and risk adjustment are inconsistent with the principle set forth in Appendix II of the AIFM Law and in the ESMA Guidelines. Any such payments will, the case being, be related to performance achieved over time and designed in a way that does not reward failure. This should not preclude termination payments in situations such as early termination of the contract due to changes in the strategy of the Company.

#### **4.2.7. Risk mitigating features and risk alignment of variable remuneration**

- The variable remuneration will be both performance-based and risk adjusted, as per the principles outlined in this paragraph;
- Staff engaged in control functions are compensated in accordance with the achievement of



the objectives linked to their functions, independently of the performances of the business areas that they control;

- Where remuneration is performance-related, the total amount of remuneration is based on a combination of (i) the assessment as to the performance of the individual and of the business unit and as to their risks and of (ii) the overall results of the Company

when assessing individual performance, taking into account financial and non-financial criteria; and

- Fixed and variable components of total remuneration are appropriately balanced, and the fixed remuneration component represents a sufficiently high proportion of the total remuneration to allow the operation of a fully flexible policy on variable components, including the possibility to pay no variable remuneration component;

All Identified Staff will be required to undertake not to use personal hedging strategies or remuneration and liability related insurance to determine the risk alignment effects embedded in their remuneration arrangements. In accordance with the ESMA Guidelines, insurances designed to cover personal payments such as healthcare and mortgage instalments should in principle be allowed. In order to avoid any circumvention of the remuneration principles set forth herein, any insurance of such a kind shall be notified to the Human Resources, who shall, on a case-by-case basis, make sure that the latter is in line with the requirements set forth in the AIFM Law, the case being, take appropriate measures to regularise the situation.

### **4.3. Objectives as management, planning and control tools**

The factors determining assessment of performance-related remuneration must always be harmonized with the strategic business objectives and must not entail any inappropriate risk-taking. The agreement on objectives is therefore linked in terms of content and organization with the AIFM planning process.

#### **4.3.1 Agreements on objectives**

The desired results are set as objectives in the course of an annual negotiation between employees and management and recorded in writing. Alongside setting the variable remuneration, what results management expects should be made clear, and the employee can establish with management the support to be received in order to achieve the objectives and/or fulfil the tasks. These agreements on objectives should refer to quantitative and qualitative objectives which must be comprehensible, demanding and challenging yet also achievable. Under no circumstances should objectives be agreed that can only be reached by inappropriate risk-taking. These risks include sustainability risks factors, which can be quantitative or qualitative and reflect relevant environmental, social and governance aspects, as well as principal adverse impacts.

Employees and management remain in close contact in the course of a year by means of regular meetings concerning the interim objectives already reached, objectives still to be achieved and the realisation of deliverables. Changing background conditions that are of major importance for achieving the objectives may result in the agreed objectives being modified.



#### **4.3.2 Determination of whether objectives are achieved**

The assessment of whether objectives are achieved takes place in the annual meeting between the employee and management and is documented in writing on the objective agreement sheet. The performance appraisal is discussed by the management on the basis of the criteria agreed with the employee; background conditions are also discussed. The achievement or failure to achieve additional objectives added during the year is to be assessed and included in the determination of the individual variable remuneration, as are changes in the agreed objectives during the year.

When determining the amount of variable remuneration, not only the achievement of the objectives but also the performance of the employee associated with reaching the objectives, the behavior in relation to clients including their specific risk profile, colleagues and adherence to internal procedures is to be appraised. The variable remuneration derived from the achievement of objectives should take into account the employee's overall behavior in relation to performance, communications, co-operation and teamwork.

The basic principle is that consensus should exist between management and the employee about the extent to which objectives have been met.

The objectives are divided into a maximum of four target areas for ease of utilization. These target areas apply to all hierarchical levels, although with different weightings and priorities. The individual objectives resulting from objective areas must be weighed against each other when agreeing objectives.

Under no circumstances should objectives be agreed which can only be reached by inappropriate risk-taking.

An employee does not generally exercise any functions that have a material influence on the AIFM's risk profile within the meaning of the above CSSF guidelines.

#### **4.3.3 Application**

The parties involved are prepared and supported in a suitable form, e.g. by internal or external training, information events and working materials, and by means of a partnership dialogue between the manager and employee.

To ensure proper and uniform application of the management by objectives technique, it is documented in a suitable form.

### **5. Review and Implementation of the Policy**

The Board adopts and reviews annually or whenever there is a regulatory change the general principles of the remuneration policy of ECE and is responsible for its implementation.



In the elaboration of the Remuneration Policy, the Board shall take into account all elements regarding the strategy of the financial undertaking as well as the strategy regarding risk taking, the nature, scale and complexity of the undertaking's activities. Within the scope of its supervisory mission, the Board shall make sure, on a regular basis, that the financial undertaking has appropriate policies and procedures in place.

The internal control functions will assist the shareholder, the Human Resources and the Board in determining the overall remuneration strategy of the Company having regard to the promotion of effective risk management.

Without prejudice to the overall responsibility of the Board, the implementation of this Policy will be subject to the annual review of the compliance officer.

In the design and oversight of the Company's remuneration policies, the compliance officer will take into account the inputs provided by all competent corporate functions (i.e. risk management, internal auditor, human resources, legal officer, strategic planning, etc.).

At the occasion of his/her review, the compliance officer will ensure that:

- the Policy is consistent with and promotes sound and effective risk management and:
  - Is in line with the business strategy, objectives, values and interests of the Company;
  - Does not encourage excessive risk taking as compared to the investment policy of the Funds/ managed by the Company; and
  - Enables the Company to align the interests of the Funds and the Investors with those of the identified staff that manages such Funds, and to achieve and maintain a sound financial situation.
- The Company's overall corporate governance principles and structures, as well as their interactions with the remuneration system are considered within the design and implementation of the Company's remuneration policies and practices;
- The following elements are taken into account: the clear distinction between operating and control functions, the skills and independence requirements of members of the management body, the role performed by internal committees, including the Human Resources, the safe-guards for preventing conflicts of interests and the internal reporting system and the related parties' transactions rules; and
- The delegates comply with principle of this Policy.

The compliance officer will report on the outcome of his/her review to the Board.

Based on this report, on the gap analysis the case being provided therein, the Board will determine whether it shall further investigate or whether the gap analysis and recommendations of the compliance officer are sufficient to enable it to take adequate measures and to adapt (the case being) this Policy.



If the Board, the Human Resources or the shareholder, as the case may be, come to the conclusion that a remuneration has been paid in breach of this Policy, it/they will be entitled to request the reimbursement of the variable component of the remuneration paid in breach of this Policy or to take any other corrective measure it/they may deem appropriate depending on the context.

In addition to the aforementioned annual review, the compliance officer will examine all new remuneration arrangements to be entered into between the Company and any material risk taker so as to make sure that the relevant agreement is in line with this Policy.

## 6. Disclosure

### Internal disclosure

The Policy will be accessible to all staff members, which will know in advance the criteria that will be used to determine their remuneration. Confidential quantitative aspects of the remuneration of staff members will remain confidential and will thus not be internally disclosed.

### External disclosure


In accordance with Article 20 of the AIFM Law, the annual report of the Company will disclose the aggregate amount of remuneration broken down by senior management and members of staff of the AIFM whose actions have a material impact on the risk profile of the AIF.

## 7. Appendices

### **7.1. Appendix 1: Identified Staff**

The Identified Staff of the **AIFM** is as follows:

- Board members\*;
- Senior Management (or Conducting Officers);
- Compliance Officer (if not a Conducting Officer);
- AML/KYC Compliance Officer (if not a Conducting Officer)
- Internal auditor;
- Risk manager (if not a Conducting Officer);
- Finance manager;
- HR Manager \*\*;
- Legal Manager;
- Portfolio Manager (if not a Conducting Officer);
- Accountants.

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<b>13.1. Remuneration Policy</b>	

\* Some Board members do not receive any remuneration for this function and are therefore out of the scope of the Policy.

\*\* relevant persons who do not receive any remuneration from the AIFM are out of scope of the Policy