

Remuneration policy summary

In line with the AIFM Directive and the Disclosure Regulation, the purpose of Amethis's remuneration policy is twofold:

- to set out the principles and describe the processes for the allocation of any remuneration to the staff,
- to promote sound and effective risk management and not to encourage excessive risk-taking, may they be financial or non-financial (non-compliance risks, sustainability risks, etc.), that would be incompatible with the risk profiles of the AIFs managed by Amethis.

The main specificities of Amethis' remuneration policy are the following:

- Application of the proportionality principle considering the size, the internal organization, along with the nature, scope and complexity of the business activities of the AIFM
- Consistency of the remuneration system with the objectives set out in the AIFM's strategy, based on:
 - ✓ a proper balance between Variable and Fixed Remuneration
 - ✓ the measurement of the performance of the Conducting Officers and Staff members by the Remuneration Committee, which includes ESG objectives.
- Constitution of a Remuneration Committee that is responsible for several subjects relating to remuneration, notably deciding on a yearly basis on the Fixed Remuneration and Variable Remuneration for all the staff
- When applicable, entitlement to carried interest or performance-linked remuneration from the AIFs may be granted to entitled staff and is structured according to a distribution policy similar to those generally used in the private equity industry.