

## Remuneration Principles

J. Safra Sarasin Fund Management (Luxembourg) S.A. pays fixed remuneration and discretionary variable remuneration to its employees. Variable remuneration, in particular bonus payment, is always paid without a legal claim for an employee on such remuneration. J. Safra Sarasin Fund Management (Luxembourg) S.A. decides in its sole discretion to whom a variable remuneration, that is to say a bonus, will be granted. No carried interest is paid either by the UCITS/AIFs or by J. Safra Sarasin Fund Management (Luxembourg) S.A. to the staff, thus it has not been taken into consideration as variable remuneration.

The Safra Sarasin Group's compensation philosophy is based on a transparent and sustainable approach to operating a performance-related compensation system based on the activities carried out by employees. Performance, ability, responsibility, training, experience and conduct are also taken into account when setting the salary. Comparisons with internal and external benchmarks are also used as a basis for setting the salary.

Compensation packages are based on sustainable, quantitative and qualitative performance measurement criteria which are as objective as possible, including the inherent risks, graded according to responsibility and position held. In other words, the higher the proportion of variable pay is set in the compensation packages, the greater the influence on the operating business and risk trends. For the avoidance of doubt, the quantitative and qualitative performance measurement criteria are modulated taking into consideration the different tasks of employees and situations which are given during the relevant performance assessment period.

This principles aims at aligning remuneration structure with prudent and adequate risk-taking and the above mentioned legal and administrative requirements (e.g. Art. 14 b (1) 2014/91/EU). Fundamentals to be regarded are

- Remuneration is in line with J. Safra Sarasin Fund Management (Luxembourg) S.A. business strategy, objectives, values and interests. The financial situation of J. Safra Sarasin Fund Management (Luxembourg) S.A. must not be adversely affected by the remuneration payments
- Remuneration shall not encourage excessive risk taking as compared to the investment policy of the relevant fund
- Alignment of the interests of the funds under management with those of the identified staff to achieve a sound financial situation
- Proper balance of fixed to variable elements of remuneration
- The fixed remuneration component represents a complete or at minimum a sufficiently high proportion of the total remuneration
- Remuneration is not paid through vehicles or methods that facilitate the avoidance of the requirements of ESMA/2016/411 or the Remuneration Policy of J. Safra Sarasin Fund Management (Luxembourg) S.A.
- Remuneration ensures alignment with J. Safra Sarasin Fund Management (Luxembourg) S.A. medium and long-term objectives and interests

- Regular review (at least annually) of the remuneration structure and its elements to ensure alignment with Luxembourg market standards and market competitiveness with the aim that the assessment process for a variable remuneration consider the long term performance
- The measurement of the performance used to calculate variable remuneration components or pools of variable remuneration components takes into consideration all relevant types of current and future risks
- Payments related to early termination of an employment contract, if any, reflect performance achieved over time and are designed in a way that does not reward failure

In principle, no joining or severance payments are paid. This does not affect compensation payments in connection with lost bonuses from a previous employer or social plans for redundancies in the event of restructuring.

Investors may obtain, free of charge, a copy of the current Remuneration Policy at

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