



# Remuneration Policy

Last update: January 2024

This policy aims to ensure the alignment between the remuneration of its employees and the long-term objectives of Argos Wityu.

Argos Wityu applies a remuneration policy that is consistent with effective risk management and does not encourage excessive risk-taking, which may result from financial or sustainability risks. This policy aims to ensure the alignment between the behaviour of its employees and the long-term objectives of Argos Wityu. It also wishes to dissuade any risk-taking that is deemed excessive or unacceptable by the company.

The content of Argos Wityu's remuneration policy is in line with the requirements of the AIFM Directive (Directive EU 2011/61/UE) as well as article 5 of the Sustainable Finance Disclosure Regulation (Regulation EU 2019/2088) on the transparency of remuneration policies regarding the integration of sustainability risks.

Given the size of the Company's workforce and for the sake of simplification, Argos Wityu has decided to extend the principles of this remuneration policy to all employees of the Alternative Investment Fund Manager (AIFM).

Argos Wityu's remuneration policy takes all risks into account, may they be financial or sustainability risks, and aims at ensuring consistency between employee behaviour and the long-term objectives of the company. The implementation of this remuneration policy considers the size and internal organization of the AIFM, as well as the nature, diversity and complexity of its activity.

The European Parliament and the Council have adopted Regulation (EU) 2019/2088 "on the publication of sustainability-related information in the financial services sector," known as the "SFDR." Article 5 of this regulation requires financial market participants and financial advisors to include in their remuneration policies "*information on how these policies are adapted to and consistent with the integration of sustainability risks*".

Argos Wityu has reviewed its remuneration policy, which now considers "sustainability" criteria in its section on variable employee remuneration. The objective of this update was to reinforce the promotion of sound and effective risk management regarding sustainability risks, in line with the Company's risk management strategy, risk profile, objectives, management practices and long-term results.

Collective and individual objectives relating to the scope of each function:

- Development and/or marketing of products promoting ESG characteristics, classified as "Article 8" under the SFDR regulations (marketing/Investment relation teams);
- Development and/or marketing of products whose objective is sustainable and responsible investment, classified as "Article 9" according to the SFDR regulations (marketing/Investment relation teams);
- Integration of the rules of the SFDR regulation and compliance within the regulation deadline (compliance and ESG teams);
- Regularity and quality of monitoring and development of sustainability risk indicators, environmental impact measurement and ESG criteria (investment/middle office teams)
- Managing these sustainability risks by implementing a responsible engagement policy (investment/ESG teams). For more information on this topic, please see Argos Wityu's engagement and voting policy available on Argos Wityu's website;

- Integrating and complying with regulatory constraints, ratios, training, ESG policy (investment/ middle office teams)

The compliance department integrates the issue of remuneration into the potential risks of conflicts of interest. This procedure is put in place to minimize the risks in this area. A control of its application is integrated into Argos Wityu's internal control program.