



Remuneration Policy

Last update: January 2023

This policy aims at ensuring 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, may they result from financial or sustainability risks. This policy aims at ensuring 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 has decided to extend the principles of this remuneration policy to all employees of the Alternative Investment Fund Manager (AIFM).

Our 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 takes into account the size and internal organization of the AIFM, as well as the nature, diversity and complexity of its activity.

For its beneficiaries, the provision of carried interest allows them to invest in the long run alongside their investors, ensures an optimal alignment of interests between investors, employees, their partners and society and promotes a sound and effective risk management system.

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.