

The Access Capital Partners remuneration policy defines the principles relating to remuneration within the entities of the Access Capital Partners Group ("Access"), taking into account the group's structure, strategy, objectives and risk policy, in order to remunerate and reward employees in a fair and motivating framework.

1. General modalities of the management of remuneration changes

The overall envelope of salary increases, and variable remuneration is defined within the context of the current year's budget. It takes into account the specific nature of tasks and responsibilities in each department as well as market conditions and past and projected financial performance of the Company as a whole.

This overall budget by activity is then attributed - per person according to criteria adapted to the characteristics of each function and taking into account the situation and performance of each individual.

Top management packages are subject to the deliberations of a Remuneration Committee composed of representatives of major shareholders.

2. General political principles relating to the determination of the different elements of remuneration

The various components affecting the evolution of the remuneration are set according to the assessment of global principles common to all Access Capital Partners employees:

- Individual performance
- Team collective performance
- Integration into Access Capital Partners' global corporate culture

The remuneration consists of the following elements:

- Fixed part (salary) paid over 12 months
- Variable portion (variable remuneration) paid annually

There is no guaranteed variable compensation.

3. General principles relating to risk taking

Investment Partners must especially take into consideration the sustainability risk in their investment selection and also monitor closely any events that could negatively impact this risk. Poor monitoring of sustainability indicators can be a reason to reduce the variable compensation amount.

To avoid excessive risk taking, variable compensation is greatly reduced or even eliminated in case of non-compliance with ethical and professional standards.