

WEBSITE SUMMARY

Theta Group Remuneration Policy

Scope

The joint Remuneration Policy of Theta Capital Management B.V. (**TCM**) and Theta Fund Management B.V. (**TFM**) provides a mandatory framework which both aforementioned AFM-licensed companies (jointly referred to as **Theta**) are required to apply when granting remuneration, especially variable remuneration, to all persons working under their responsibility, including board members (hereinafter referred to as **Staff Members**).

Purpose

The Remuneration Policy aims to align as much as reasonably possible the objectives and interests of (i) investors in the investment funds managed by TFM and/or in the individual mandates managed by TCM, (ii) the Staff Members and (iii) Theta. The Remuneration Policy specifically aims to procure an unfair treatment of investors. The Remuneration Policy is consistent with sound and effective risk management and may not encourage risk-taking beyond the level of the risk appetite of Theta and the investors. To that effect, this Remuneration Policy is based on the risk analysis and mitigating measures provided by Theta. Finally the Remuneration Policy is gender neutral.

Responsibility for the Remuneration Policy

The boards of TCM and TFM are responsible for the preparation, approval, implementation and evaluation of the Remuneration Policy. The supervisory board of TFM shall also approve of the Remuneration Policy to the extent the Remuneration Policy is applicable to TFM, and of each amendment that concerns TFM. The supervisory board of TFM will ensure that the Remuneration Policy will be reviewed on an annual basis as a minimum.

Sustainability

The (performance) objectives for employees do not contain any incentives that could encourage them to take excessive (sustainability) risks. This means that employees do not receive additional compensation when sustainable investment titles are managed or advised. Employees involved in asset management and investment advice follow the required job-related training and the associated professional education program. This provides employees with tools to continuously and effectively weigh relevant investment and sustainability risks and, if necessary, limit them. It promotes that a product or service is suitable for a customer.

Remuneration package

In 2023 the number of professionals that received remuneration of € 1 million or more was: null

This remuneration policy was last updated on the 13th of March, 2024 to more accurately reflect Theta's stance on the ESG requirements set out by applicable law.

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