

## 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*

Theta's remuneration policy is designed to prevent remuneration from resulting in improper treatment of Participants, excessive sustainability risk-taking or other risky behaviour which could have a negative impact on the AIFs under management, on Theta as a AIF manager as well as on the financial sector as a whole. In doing so, the Board of Management believes that the remuneration system should correlate with this in such a way that the professional concerned focuses on the long-term interests of the Participants, the avoidance of excessive risks in the field of sustainability and the management of risks for the managed AIFs as well as Theta.

### *Remuneration package*

In 2022 the number of professionals that received remuneration of € 1 million or more was: null

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