

FINANCE IN MOTION ASSET MANAGEMENT S.À R.L.

## **Remuneration Policy**

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## 1. Scope and Applicability

Finance in Motion Asset Management S.a.r.l (“FIM” or “the Company”) is a leading impact asset manager with an exclusive focus on sustainable development finance. Through developing and advising alternative investment Funds, FIM aims to generate positive social and environmental impact alongside a financial return.

FIM is an AIFM according to the Luxembourg law of 12 July 2013 on alternative investment managers and manages portfolios as regulated by Art. 5 (4a) and provides investment advice as regulated in Art. 5 (4b) of the AIFM Law.

To maintain staff motivation and ensure operational efficiency, the establishment of a structured remuneration system is considered essential. It is the responsibility of the Human Resources department to take into account FIM’s mission, vision, and strategic objectives, and to align these elements in the development of a remuneration framework that is both competitive and appealing to all employees within the Company.

All employees, including Senior Management and the Board of the Company, are subject to the overarching principles of the remuneration framework. All staff members employed by the Company (excluding interns, working students, and external consultants) are eligible to receive a range of benefits and bonuses that complement FIM’s overall remuneration structure.

### 1.1 Definition

This Policy concerns all forms of remuneration consisting of:

- Payments and benefits paid by the Company;
- Any amount paid by the Funds themselves, including carried interests if any; and
- Any transfer of units or shares of the Funds or SMA managed by the Company; in exchange for professional services rendered by the Staff.

### 1.2 Key Principles

FIM Human Resources ensures the following key principles are met:

- The Policy is in line with the business strategy, objectives, values and interests of the Company and the Funds or the investors of such Funds, the SMA or clients, and includes measures to avoid conflicts of interest;
- The Staff members are appropriately compensated for the services rendered to the Company;
- The Staff members are motivated to perform on the best interests of the Company and the Funds and the SMA managed by the Company; and

- Remuneration is determined with a view to ensure equity and consistency across the Company and compliance with regulations and law applicable to the context in which the Company operates.

The Company ensures that staff remuneration aligns with their responsibilities, expertise, and knowledge. Additionally, it ensures that remuneration for individuals with a material impact on the Company's services or behavior does not create incentives that conflict with the best interests of clients.

## 2. Identified Staff

Members of the Board and Senior Management are to be classified as Identified Staff. In addition, the following categories of staff shall also be considered for inclusion in this designation:

- i. Employees serving in Control Functions;
- ii. Heads of other key business areas within the Company not already represented above, including those responsible for portfolio management, administration, marketing, and human resources;
- iii. Any other staff whose professional activities—either individually or collectively as part of a team, unit, or department—may have a material impact on the risk profile of the Company, a Fund, or a SMA;
- iv. Employees whose total remuneration places them in the same bracket as individuals identified under the criteria listed above.

An assessment will be made to determine if individuals in categories (i) to (iv) have a material impact on the Company's or a Fund's risk profile. Those with no such impact will be excluded from the Identified Staff category.

### 2.1 Approval process

The list of Identified Staff will be reviewed annually, as early as possible in each financial year. The risk and compliance functions are responsible for determining the proposed list and supporting the approval process. The proposed list will be submitted to the Board for preliminary approval, with details of staff considered for inclusion, as well as those excluded due to having no material impact on risk.

## 3. Remuneration Structure

The remuneration granted to Identified Staff may consist of:

- A fixed remuneration which remunerates role, responsibilities and expertise;
- A variable component which remunerates personal performance and collective

achievements.

The Company ensures that the fixed and variable components of total remuneration are appropriately balanced, with the fixed component constituting a sufficiently significant portion of the total remuneration. Further, the Company provides allowances and other benefits for all staff members.

### 3.1 Base Salary

Staff are classified based on job position within a hierarchical framework, with each level assigned a wage range for fixed remuneration. Salaries are set according to market conditions and the role's responsibilities. The annual salary is paid in 12 monthly instalments and reviewed annually between December and March, with any adjustments taking effect from April 1st of each year.

### 3.2 Benefits

Further, all staff are entitled to various benefits, including a transportation allowance, lunch vouchers, private medical insurance, life/accident/disability insurance, and a communication device to support engagement and performance. Senior officers, managers, and directors also receive a company mobile phone for both work and personal use, upon request.

### 3.3 Bonus

In addition to the fixed components mentioned above, staff may receive an annual discretionary bonus based on individual performance. This assessment considers the employee's overall performance, the targets achievement of their respective business unit, and the Company's annual results. However, variable remuneration (bonus) is not necessarily guaranteed.

The Company will ensure that the bonus is not paid to any Staff member through vehicles or methods that facilitate the avoidance of the requirements of the applicable regulations.

Remuneration of the senior officers in the risk management and compliance functions is directly overseen by the Board.

## 4. Board Remuneration

Board members receive a fixed annual salary, paid in 12 equal monthly installments. These fixed salaries are not subject to regular adjustments but are determined on a case-by-case basis by the general shareholders' meeting, following consultation and a positive resolution by the Board. At present, Board members do not receive any variable remuneration.

## 5. Policy Review

This Policy is subject to an annual independent review to ensure compliance with applicable regulatory requirements and to assess whether it is being implemented as intended. All periodic reviews are subject to Board approval.