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INFORMATION RELATING TO THE REMUNERATION POLICY OF IMT ASSET MANAGEMENT AG

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IMT Asset Management AG

Information relating to the remuneration policy

Sustainability and a sense of responsibility have always been crucial mainstays of IMT's corporate philosophy. In line with these principles the IMT Group achieved the goal of climate neutrality in 2021.

IMT Asset Management AG ("IMTA") has issued remuneration regulations, which are set out in the IMTA organization manual. The regulations lay down the fundamental principles of the remuneration policy and ensure that they are in accordance with the applicable legal requirements. IMTA is further committed to provide all employees with equal chances of career development and advancement, irrespective of gender, age, religion, nationality, ethnic origin, sexual orientation, marital status, physical abilities or other social or personal characteristics.

The remuneration policy furthermore ensures that IMTA's employees and Group bodies act in the best possible interests of their clients, and that they will have no incentives to take disproportionately high risks.

IMTA's remuneration policy stipulates that infringements of internal guidelines or directives, including such related to sustainability risks, may incur a reduction of the variable component of the remuneration, among other possible sanctions.