

# CADELUX

FUND MANAGEMENT

*Société anonyme*

287, Route d'Arlon L-1150 Luxembourg  
R.C.S. Luxembourg: Section B, number B 183243

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## Remuneration Policy

**CADELUX S.A.** (hereafter "CADELUX") is a Management Company within the meaning of Art. 101 (2) of the Luxembourg law of 17 December 2010 on Undertakings for Collective Investment and an Alternative Investment Fund Manager pursuant Art. 5(2) of the Law of 12 July 2013 on Alternative Investment Fund Managers.

CADELUX is a wholly owned subsidiary of Delen Private Bank Luxembourg S.A. itself fully owned by Delen Private Bank N.V.

Delen Group is specialized in private banking and wealth management, providing services mainly to private individuals in order to ensure the preservation and growth of long-term private assets regardless of the economic context. A conservative and balanced investment strategy is applied with due diligence. The objective of this strategy is to generate a normal market rate of return with a reasonable level of risk.

The nature of CADELUX's activities is designed and scrutinised to prevent any speculative transaction.

The Conducting Officers of CADELUX have adopted a Remuneration Policy which has been approved by the Board of Directors on 18 December 2019.

This Remuneration Policy is an important component of the principles of good corporate governance adopted by Delen Group. This Policy is then part of the global strategy of CADELUX to be in line with Delen Group's prudent management approach.

The specific purpose of this Policy is to implement the requirements of the European Securities and Markets Authority (ESMA) through the "Guidelines on sound remuneration policies under the UCITS Directive and AIFMD".

The Remuneration Policy reflects the interests of the shareholders and the Company, taking into consideration any specific matters, including the assignments and the responsibility undertaken. In addition, the remuneration policy helps promote long-term goals for safeguarding the Company's interests.

The Remuneration Policy does not have any correlation with the portfolios returns. Indeed CADELUX's remuneration policy aims at preventing from excessive risk-taking and contributes directly to effective risk management.

Unless stated otherwise, the remuneration principles provided in this policy are applicable to all members of CADELUX's staff independent of their place of work, hierarchical level or function.

Investors can find more details about the remuneration policy in the annual reports of the Management Company and may request free of charge additional information by writing to :

**CADELUX S.A.**  
Attention : Compliance  
287, route d'Arlon  
L-1150 Luxembourg