

## **LGT Capital Partners (Ireland) Limited Remuneration Disclosure**

The Remuneration Policy of LGT Capital Partners (Ireland) Limited (“the Company”) is consistent with, and promotes sound and effective risk management and discourages risk-taking which is inconsistent with the risk profiles, rules or instruments of incorporation of the AIFs and UCITS (“the Funds”) it manages. The Policy is in line with the business strategy, objectives, values and interests of the Company and the Funds its manages, and includes measures to avoid conflicts of interest.

The Company has identified categories of staff, including senior management, risk takers, control functions and any employee receiving total remuneration that takes them into the same remuneration bracket as senior management and risk takers, whose professional activities have a material impact on the Company’s risk profile or the risk profiles of the Fund that it manages (the “Identified Staff”).

Staff engaged in control functions are compensated in accordance with the achievement of the objectives linked to their functions. The remuneration of identified staff is overseen by the LGT Human Resources Compensation Committee and members of the Board of the Company. Where remuneration is performance related, the total amount of remuneration is based on a combination of the assessment of the performance of the individual, the business unit and of the overall results of the Company, and when assessing individual performance, financial as well as non-financial criteria are taken into account.

Payments related to the early termination of a contract reflect performance achieved over time and are designed in a way that does not reward failure.

The Company does not guarantee any variable remuneration. Fixed and variable components of total remuneration are appropriately balanced and the fixed component represents a sufficiently high proportion of the total remuneration to allow the operation of a fully flexible policy, on variable remuneration components, including the possibility to pay no variable remuneration component. The measurement of performance used to calculate variable remuneration components or pools of variable remuneration components includes a comprehensive adjustment mechanism to integrate all relevant types of current and future risks.

The key components of the remuneration package include base salary, variable remuneration and pension.

### **Base salary**

The fixed base salary, compensates the employee for the fulfilment of the tasks and duties of the relevant functions, including personal capabilities or competences as well as any assumed management responsibility. The Company reviews the base salaries on a regular basis by means of market specific benchmarking studies in terms of the market for comparable positions and makes adjustments, on an annual basis where necessary. Contractually guaranteed automatic salary rises are not provided for in the staff contract.

## **Variable remuneration**

The total amount of the variable remuneration reflects the risk adjusted success of the Company and LGT, i.e. it is substantially reduced in case of a weaker business. The level of variable remuneration shall be determined based on sustainable financial and non-financial criteria.

The variable remuneration may be paid annually in cash immediately as cash incentive bonus and/or retained in the form of a long-term remuneration instrument. The arrangement of the long-term components with regard to deferred payments and risk profile is structured to provide for the adequate retention of remuneration.

The variable remuneration including the retained share, shall only be paid or acquired if it is overall affordable with regard to the total financial situation of the Company and if it is justifiable according to the performance of the identified staff (e.g. according to the employee performance management system - Balanced Scorecard).

The variable remuneration has been risk-adjusted and the relationship between immediate and deferred compensation avoids incentives to take excessive risks and meets the regulatory requirements.

The Company applies proportionality in relation to the deferral of variable remuneration where appropriate.

Failures can lead to a malus (negative assessment). Variable remuneration instruments may be subject to a clawback agreement.

## **Pension**

The Company's pension policy is in line with the business strategy, objectives, values and long-term interests of the Company and Funds. No discretionary pension benefits shall be paid.

## **Current Policy**

The Company approved a Remuneration Policy to address the requirements of AIFMD and UCITS on the 10 December 2014 and subsequently updated on 1 April 2016. Please contact your LGT relationship manager if you wish to receive a copy of the remuneration policy.