

# Remuneration Policy DJE Investment S.A.



Date 06/2024

The remuneration policy of DJE Investment S.A. applies to all employees as well as to the management of DJE Investment S.A.

The Board of Directors of DJE Investment S.A. does not receive any compensation.

The remuneration policy is designed to ensure sound and effective risk management as well as to avoid the creation of incentives to take excessive risks, including sustainability risks as defined in Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosure requirements of the financial services sector.

The remuneration policy is in line with the sustainability policy defined by DJE Investment S.A.

The remuneration policy of DJE Investment S.A. is determined by the Board of Directors of DJE Investment S.A.

The remuneration of the employees consists of a fixed basic salary (12 monthly salaries) and a variable remuneration. Criteria for determining the amount of the fixed basic salary include relevant professional experience and qualifications, the importance of the role to be performed in the company, as well as the general salary level of the company and its competitors.

The amount of the variable remuneration depends on the success of the company and the individual performance of the employee/manager.

The performance evaluation in this context is also based on a multi-year timeframe (3-5 years) as far as possible in individual cases and may include an adjustment for current and future risks if necessary.

Individual performance depends on the individual's field of activity. In addition to financial criteria, non-financial criteria are also taken into account, such as the extent to which each individual takes account of compliance with the Company's internal rules and procedures as well as social performance criteria when dealing with the Company's customers and employees.

The individual performance of the employee/manager is determined on the basis of the target agreements and assessments made by the respective superiors in a yearly review. The final determination of the variable remuneration for employees is made by the management and for management by the members of the Board of Directors.

The assessment basis for the variable remuneration is a contractually fixed percentage of the fixed base salary which reflects in particular the employee's responsibility and significance in the company's entrepreneurial activities (reference bonus).

Guaranteed variable compensation is not granted.

The variable remuneration is paid once a year.

The remuneration policy is regularly (at least annually) updated by the management and the Board of Directors as necessary and adapted to the developments of the company.

The remuneration policy is available as hard copy free of charge from DJE Investment S.A. upon request.

## Change history

Version	Changes made
04/2019	First creation
03/2020	Adjustment: Reference to sustainability-related disclosure and defined sustainability policy as well as addition of the availability of the remuneration policy "in paper form"
03/2021	Date update
03/2023	Date update
06/2024	Adding of change history