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Compensation Policy

ISAI Gestion's compensation policy is based on two fundamental pillars at the heart of ISAI management:

- Long-term commitment for each employee; and,
- Inclusive, Sharing value for all.

The compensation system has been designed to ensure a high level of alignment of all employees to the Company growth. It includes three levels of incentives to carry missions and responsibilities in a sustainable way with:

- A fixed annual remuneration, based on market practices, level of experience of each employee and his/her effective contribution to the development of ISAI Gestion.
- A profit-sharing mechanism based on the annual results of ISAI Gestion, according to the Profit-Sharing Agreement in place within the Company. The annual amount is mathematically linked to the Company's financial results; and distributed to each employee in proportion to his/her fixed compensation. An additional indexation on ESG criteria is also under consideration.
- Access to the Carried Interest on all funds created by ISAI Gestion after the employee's arrival date. For each Fund, the individual allocation depends on the contribution to the management of the Fund and the employee seniority level.

ISAI Gestion's compensation policy considers the long-term commitment of each employee and his/her involvement in sustainability issues. In this respect:

- The promotion and integration of environmental, social and good governance criteria within the Company and in the investment process are part of the professional missions and responsibilities of each employee.
- The respect and implementation of the ESG processes in place, as well as the pro-activity and achievements of each employee on sustainability actions, have a direct impact on their remuneration.

Furthermore, in case of a major sustainability risk, i.e. the occurrence of materiality event related to environmental, social or governance, that would have a significant negative impact on the value of the funds managed, the amount allocated to individual remuneration increases may be reduced or even cancelled.

In accordance with Article 5 of Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability information in the financial sector, ISAI's compensation policy is publicly available on the ISAI Gestion website.