Nomura Asset Management Europe KVG mbH

Remuneration Policy

VERSION 1.2

Hao Liu

APRIL 2026

STRICTLY PRIVATE AND CONFIDENTIAL

Version	Release Date	Description of Changes	Author and Authorised by
1.0		New document	CK/HL Approved: FI
1.1		Periodic review	HL Approved: FI
1.2		Periodic review	HL Approved: FI

Content

1. Introduction 2
2. Regulatory Framework 2
3. Proportionality 3
4. Remuneration Governance 3
5. Remuneration Strategy 3
6. Remuneration of the Members of the Management Board 4
7. Remuneration Systems 4
8. Remuneration Disclosure 8

NAM EU Remuneration Policy

1. Introduction

Nomura Asset Management Europe KVG mbH (NAM EU or the Firm or Company) is a company incorporated under the German law, headquartered in Frankfurt am Main, Germany, and regulated by the Federal Financial Supervisory Authority (BaFin). NAM EU is part of the Nomura Asset Management Group with HQ in Tokyo.

This document aims to ensure remuneration within NAM EU complies with the regulatory requirements, mitigates conflicts of interests, aligns remuneration with Firm´s business strategy and risk management framework. This remuneration policy seeks to promote sound and effective risk management by all employees.

2. Regulatory Framework

As a German capital investment company (*Kapitalverwaltungsgesellschaft, KVG*), NAM EU is obliged to set out remuneration principles pursuant to Section 37 of the KAGB (German Capital Investment Act). In this regard, the requirements on the remuneration system are specified in more detail in accordance with Annex II of Directive 2011/61/EU (AIFMD) and with Article 14a (2) and Article 14b (1), (3) and (4) of Directive 2009/65/EC (UCITS Directive). In addition, the “Guidelines on sound remuneration policies under the AIFMD” and “Guidelines on sound remuneration policies under the UCITS Directive” of the European Securities and Markets Authority (ESMA) apply. As the Company also provides MiFID ancillary services to clients, it follows the applicable requirements (in regards to conflicts of interest) in BT 8 of the BaFin´s Minimum requirements for the compliance function and other conduct, organization and transparency obligations (MaComp).

3. Proportionality

In line with the regulation, in taking measures to comply with the remuneration requirements, firms should comply with regulation in a way and to the extent that is appropriate to their size, internal organization and the nature scope and complexity of their activities (Principle of Proportionality).

NAM EU is a small capital investment company with investment structures that are not particularly complex, therefore NAM EU shall comply with the requirements in a way that is appropriate i.e. it will not apply the requirements as permitted, for instance:

- Payment of variable remuneration in own instruments (Investment funds)
- Specification of a vesting period for variable remuneration
- Deferral of variable remuneration
- Subsequent consideration of risk in respect of the variable remuneration, and
- Establishing a remuneration committee

Given global Nomura standards, some of the above rules may apply to specific individual staff whose income is above a certain level.

4. Remuneration Governance

Nomura Asset Management Co., Ltd.as the shareholder decides annually about Base Salary and Bonus budgets and gives out general guidance on how to apply them. NAM EU´s Management Board is then responsible for the remuneration of all NAM EU employees and monitors the appropriate design of remuneration systems for all employees. Rules for the remuneration of NAM EU´s Management Board are set forth in Clause 6 of this policy.

NAM EU ensures that the Compliance, Risk Management & HR are involved in all remuneration topics, as appropriate. They are involved in the design of remuneration systems and provide input. They are informed regarding adjustments or enhancements within the existing policies and procedures.

5. Remuneration Strategy

The remuneration strategy is consistent with the Company's strategic objectives stated in our business strategy. It is linked to the policies, objectives and parameters in connection with the corporate governance of NAM EU. Remuneration is compatible with and fosters consistent and effective risk management and does not encourage risks to be taken that are incompatible with the risk profiles, fund rules and fund prospectus of the AIF and UCITS under management and aims to mitigate conflicts of interests.

6. Remuneration of the Members of the Management Board

The Management Board of NAM EU is remunerated in line with the business and individual performance as assessed by Head the Global Business Unit of Nomura Asset Management Group.

7. Remuneration Systems

All NAM EU remuneration systems aim to support the Company´s Strategy and regulatory compliance. They are consistent with the objectives (including environmental, social and governance risk-related objectives) of NAM EU's business and risk strategy, corporate culture and values, risk culture, including with regard to long-term interests of NAM EU and the measures used to avoid conflicts of interest, and does not encourage risk taking excessive of NAM EU's risk appetite.

NAM EU´s Remuneration Policy is gender-neutral.

NAM EU´s management board reviews and approves its remuneration systems annually in line with governance requirements.

Pay for performance is part of the NAM EU's remuneration philosophy, assessment of performance is embedded in the global Performance Management & Goal Management (PMGM) process.

A. All employees

Fixed remuneration

Base Salary

Base Salary reflects the function, responsibility, knowledge, experience, education, market data and further qualities an employee may hold. Base Salary is delivered on a monthly basis and its level aims to ensure that employees do not rely on delivery of variable remuneration, meaning that the level of fixed remuneration allows the variable remuneration to be zero.

Salary is reviewed annually during the Year End Compensation Review process.

Additional Fixed Pay

Certain employees, in exceptional case, may receive an Additional Fixed Pay (AFP), which is dependent upon employee's corporate title, business area, and is reflective of the responsibility and experience required for the role. Just like the Base Salary, AFPs are not linked to performance.

AFPs are considered as fixed remuneration and meet the following criteria:

- they are granted on a non-discretionary basis to all staff members in a similar situation
- the level of the allowance is based on predetermined criteria, and
- the entitlement ends if the reason for granting the allowance is no longer given

AFP accrues daily and is paid monthly in the same manner as Base Salary. AFP is not pensionable however and is excluded from the calculation of salary-linked benefits.

Variable Remuneration

Variable Compensation awards are discretionary and contingent upon a sustainable risk-adjusted performance.

Discretionary Bonus Award

The Company's discretionary Bonus Year runs from 1 April to 31 March for all staff.

The Bonus scheme's overall aim is to reward, motivate and align employees with the business strategy, objectives, values, and long-term interests. Most of the permanent employees are eligible to participate in the scheme. Non-employees (e.g., contractors or Non-Executive Directors) are not bonus-eligible.

Bonus recommendations are made by the employee's divisional line management and take into account a number of factors including individual and Firm's performance.

Bonus Pool Determination

Nomura's Bonus Pool determination process considers several regulatory requirements and approval processes on the Nomura Group and NAM EU levels. Nomura's overall risk, capital and liquidity situation (group level) as well as the companies' performance and risk, capital and liquidity situation (entity level) are taken into account as criteria for the determination of a bonus pool. To be explicit, the bonus pool is annually evaluated for the risk and financial situation of the Company also of the performance of business unit within Nomura Group to which NAM EU belongs, as well as on the local contribution to earnings drive the pool determination. Control Functions input into the bonus pool determination process.

Individual bonus allocation

Employees have no legal entitlement to participate in the bonus allocation, bonuses are discretionary and determined in line with the regulatory requirements, based on individual and Firm performance assessed for financial and non-finical criteria. Moreover, previous bonus amounts have no impact or influence on future bonus allocations.

Integration of sustainability risks

NAM EU also considers the adherence to Company's Sustainable Risk Policy by its employees, in particular portfolio managers. This assessment is based on both quantitative criteria (for example, financial performance of the individual and their business unit) and qualitative criteria (for example, holistic assessment of general adherence to policies and procedures). This assessment of compliance with the Sustainability Risk Policy will be carried out by the Head of Department of the employee and by the responsible managing director, Control Functions can input as required. In general terms, a positive or neutral assessment of overall compliance with the Sustainability Risk Policy would not in itself be expected to contribute to any additional variable remuneration being awarded to an individual employee. However, in extreme cases, a negative assessment of overall compliance by an individual portfolio manager with the Sustainability Risk Policy may result in a reduction in the variable remuneration amount which would otherwise have been awarded to that individual. The amount of any such reduction must be approved by the Company's Management Board.

Bonus Payments

Payouts of variable remuneration are conditional on the soundness of the NAM EU's capital base and financial affordability. Furthermore, at every payout, the aggregated amount is approved by the Management Board of NAM EU.

Please note:

It is important to outline that the amount of variable remuneration can be zero. There is no entitlement to variable remuneration components. Furthermore, deferrals (remuneration components linked to instruments) do not entitle employees to the payout of the deferred variable remuneration before the end of the deferral period and vesting period.

Deferrals

In light of the principle of proportionality the Company has currently decided – as is permitted – not to apply the following additional requirements outlined in the regulation: .

- Payment of variable remuneration in instruments
- Specification of a vesting period

- MRT deferral and

subsequent consideration of risk adjustment in respect of the variable remunerationHowever, NAM being part of Nomura Group applies the Group Deferral Policy.

Guaranteed and sign on payments

Guaranteed bonuses can only be awarded in exceptional cases for the first twelve months after the commencement of employment and require the approval by the Management Board.

In exceptional cases, sign-on payments or compensatory payments are granted by NAM EU to allow hiring of highly skilled individuals. These are subject to internal governance controls and sign off by the Management Board.

Hedging Prohibition

In line with the requirements, NAM EU Remuneration Policy and the applicable Compliance Policies, prohibit employees of using any kind of Hedging Strategies on any remuneration components (e.g. NSUs, RSUs). Compliance with this requirement is monitored by NAM EU's Compliance Department.

Additional Benefits

NAM EU provides employees with some benefits which are not considered remuneration, for example**:**

- Deutschland Ticket,
- Corp. Pension scheme, etc.

B. Remuneration of Control Functions

In line with the requirements, Control Functions[1] defined as

- Compliance incl. Anti-Money Laundering
- Risk Management

are subject to specific requirements on variable remuneration. Bonus pools for the Control Functions are set independently from the performance of the business lines they control, their objectives and performance assessment are also independent from those of the business lines being controlled.

The focus of remuneration of the Control Functions is on the fixed pay elements.

[1] *Internal audit is not a control function in the meaning of this remuneration policy, because NAM EU's IA is outsourced.*

NAM EU Control Functions participate in the Firm's performance review system (PMGM). Goals within this performance system are dedicated to individual tasks and duties as well as the departments and Firms objective / strategy. Although there is no formulaic/direct link between compensation and performance review, individual ratings are taken into consideration.

C. NAM EU Material Risk Takers (MRTs)

All Board Members and the Head of portfolio management are defined as MRT.

8. Remuneration Disclosure

Disclosure of the Remuneration Policy shall be made on our Website.

Annual summary disclosure of remuneration data is included in the UCITS funds´ annual report.