

Remuneration policies

HitecVision has adopted a remuneration policy in accordance with the AIFMD. Certain employees may be entitled to variable remuneration based on a discretionary assessment. Performance of the employee under our Responsible Investment Policy and internal policies and guidelines is an assessment criterion both under award of variable remuneration, and ex-post risk adjustment.

Under the award process, the assessment is discretionary and among other factors based on how the employee integrates sustainability risks into relevant business analyses and decisions, and the extent to which the employee promotes the firm's objectives and principles relating to ESG and sustainability as set out in our policy and strategy documents.