

• **COMPENSATION POLICY**

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- **1. INTRODUCTION**

This Ostrum Asset Management compensation policy comprises general principles applicable to all employees (cf. section 2 General Principles), specific principles applicable to the groups of employees identified by the AIFM and UCITS V directives (cf. section on Application of the mechanism applicable to identified staff under the AIFM and/or UCITS V directives) and a governance system applicable to all employees (cf. section on Governance).

This policy forms part of the broader compensation policy set out by Natixis and has been drawn up in accordance with the compensation provisions outlined in the following regulations, as well as the guidelines from the European Securities and Markets Authority (ESMA) and the positions issued by the French financial markets authority Autorité des Marchés Financiers (AMF) derived from these:

- Directive 2011/61/EU of the European Parliament and of the Council of 8 June 2011 on Alternative Investment Fund Managers, transposed into the French Monetary and Financial Code by Order No. 2013-676 of 27 July 2013 (the “AIFM Directive”);
- Directive 2014/91/EU of the European Parliament and of the Council of 23 July 2014 on Undertakings for Collective Investment in Transferable Securities (UCITS), transposed into the French Monetary and Financial Code by Order No. 2016-312 of 17 March 2016 (the “UCITS V Directive”);
- Directive 2014/65/EU of the European Parliament and of the Council of 15 May 2014 on Markets in Financial Instruments, transposed into the French Monetary and Financial Code by Order No. 2016-827 of 23 June 2016, supplemented by Commission Delegated Regulation (EU) 2017/565 of 25 April 2016 (“MiFID II”).
- Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector.

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- **2. GENERAL PRINCIPLES**

The compensation policy is a strategic aspect of Ostrum Asset Management's overall policy. It is designed to mobilize and engage staff, and ensures a competitive and attractive approach in light of market practice and in strict compliance with broad financial balances and regulations.

Ostrum Asset Management's compensation policy applies to all employees and one of its fundamental principles is the alignment of employees' interests with those of investors:

- It is consistent with and promotes sound and effective risk management and does not encourage risk-taking which is incompatible with the risk profiles, rules or instruments of incorporation of the products that the management company manages.
- It is in line with the business strategy, objectives, values and interests of the management company and the products that it manages and of the investors, and includes measures to avoid conflicts of interest.

The compensation policy covers all aspects of compensation, including fixed compensation and, where applicable, variable compensation.

Fixed compensation rewards skills, professional experience and the employee's level of responsibility, and also takes account of market conditions.

Variable compensation is based on an assessment of collective performance, measured both at the level of the management company and the products managed, and individual performance. It takes on board quantitative and qualitative factors, which may be established on a yearly basis or across a number of years.

2.1. DEFINITION OF PERFORMANCE

The objective and transparent assessment of annual and multi-annual performance based on pre-defined objectives is the pre-requisite for application of Ostrum Asset Management's compensation policy, and ensures the fair and selective treatment of employees. This assessment is discussed by the employee and his/her manager during an individual appraisal meeting.

Each employee's contribution and performance are assessed on the basis of their role, duties and degree of responsibility at the management company. In light of this, the compensation policy makes a distinction between several categories of employee:

- The executive committee is assessed on the basis of its contribution to the definition and implementation of the management company's strategy and its ability to develop the performances of its product and service offerings, as well as the risk-adjusted financial performance of its scope of oversight. Performances for this category are appraised annually using quantitative indicators, such as changes in Ostrum Asset Management's financial results and supervised activities, and qualitative aspects such as the quality of management and/or responsibility/contribution to cross-business projects.
- Support functions are assessed on their ability to support the management company's strategic challenges. Individual performance is assessed annually on the basis of the quality of recurring duties and/or the degree of participation in cross-business initiatives or strategic/regulatory projects.
- The performance of control functions is assessed on the basis of purely qualitative and annually defined criteria, such as participation in cross-business initiatives or strategic/regulatory projects, to ensure that their independence is not compromised and to avoid any conflict of interest with the business lines they control.
- The performance of portfolio management functions is assessed on the basis of quantitative criteria, supplemented by qualitative criteria. The quantitative criteria reflect the challenges of developing management performances sought by investors, although without allowing excessive risk-taking that may have an impact on Ostrum Asset Management's risk profile and/or that of the products it manages. These quantitative criteria are calculated over a pre-defined period in line with the timeframe for risk-adjusted performances for the funds managed and the management company.

Performance assessment for all staff categories includes qualitative criteria, which consistently include fulfilment of regulations and Ostrum Asset Management's internal risk management and compliance procedures. These criteria may also cover the quality of client relationships, including the level of expertise and advice provided, contribution to the reliability of a process, participation in a cross-business project, contribution to the development of new expertise, involvement in operational efficiency improvements or any other subject defined in line with Ostrum Asset Management's strategic objectives.

Portfolio managers' variable compensation is ascertained in such a way as to best serve clients' interests, with an assessment of their satisfaction via answers to a questionnaire. Business line managers complete this process with an analysis of the assessment from clients and ensure that portfolio managers are suitably diligent in dealing with client requests and make certain that they remain appropriate.

Specific criteria on sustainability risks – social, environmental and governance challenges – must be set out for members of the executive committee, as well as for portfolio managers and analysts in portfolio management teams.

All quantitative and qualitative objectives for each employee category are defined and communicated individually at the beginning of the year, in line with Ostrum Asset Management's strategic objectives.

2.2. COMPENSATION COMPONENTS

Fixed compensation

Ostrum Asset Management ensures that fixed compensation paid sufficiently rewards employees for their employment activity.

Fixed compensation rewards the skills, professional experience and degree of responsibility expected in a role.

Fixed compensation positioning is reviewed periodically to ensure that it is consistent with geographical market and industry practices.

Fixed salaries are reviewed once a year as part of the annual compensation review. Outside these periods, a review may only be conducted in the event of promotion, an internal job move or exceptional changes to individual circumstances.

Variable compensation

Variable compensation packages are defined on the basis of Ostrum Asset Management's annual results, and also by reference to qualitative elements of analysis, such as practices at competitor companies, general market conditions applicable at the time the results were obtained and any factors that may have temporarily influenced the business line's performance.

Variable compensation, where awarded, is paid to reward an individual and/or collective annual performance.

Ostrum Asset Management's collective variable compensation consists of mandatory and optional profit-sharing schemes, together with a company savings plan (PEE) and a collective pension plan (PERCOL). Employees may also benefit from a matching employer contributions scheme as part of these plans.

This collective variable compensation has no incentive impact on Ostrum Asset Management's risk management and/or that of the products it manages, and does not fall within the scope of the AIFM or UCITS V directives.

Individual variable compensation is awarded within the limits of the overall variable compensation packages in an objective-based and discretionary manner as part of the annual compensation review. It is based on the assessment of individual performances and the way in which these performances were achieved. Variable compensation awarded to employees is affected by any inadequate risk and compliance management, or in the event of breaches of regulations and internal procedures during the year in question (cf. point 2.1 Definition of performance above).

So-called identified staff are subject to specific risk and compliance obligations and rules, and any failure to comply with these obligations may result in a partial or total reduction in the allocation of individual variable compensation.

In the event of a loss or a substantial decrease in its results, Ostrum Asset Management may also decide to reduce or entirely cancel amounts allocated to individual variable compensation, together with any deferred instalments of variable compensation previously awarded that is in the process of vesting where appropriate.

Similarly, if a major sustainability risk materializes – i.e. occurrence of an environmental, social or governance event or condition that could have a negative material and sustainable impact on the value of the funds/products managed – the package allocated to individual variable compensation may be reduced or even cancelled, along with deferred instalments of variable compensation previously awarded that is in the process of vesting where appropriate.

There is no contractual guarantee for variable compensation, bar certain cases of variable compensation awarded for the first year of service for external hires.

“Golden parachute” type schemes are prohibited. Payments related to the early termination of an employment contract are determined in accordance with legal provisions (statutory and contractual compensation) and the

performance of the beneficiary, his/her business line and the management company as a whole over the long term. Such payments are designed in such a way as to avoid rewarding failure.

Variable compensation is not paid via instruments or methods that facilitate the circumvention of the requirements set out in regulations.

Key employee loyalty scheme

With the aim of serving its investors, Ostrum Asset Management seeks to guarantee the stability of its most talented staff and those identified as key in terms of their engagement or contribution to results.

A deferred compensation scheme has therefore been incorporated into the company's compensation policies with this aim in mind.

Under this set-up, a portion of the variable compensation beyond a certain threshold is awarded in the form of cash indexed to the performance of an equally weighted basket of products managed by Ostrum Asset Management. The deferred portion of variable compensation vests in equal tranches over a minimum period of 3 years and aligns employees' compensation with Ostrum Asset Management's performance.

This mechanism is subject to the employee meeting certain conditions relating to attendance and the absence of unusual behavior that may have an impact on Ostrum Asset Management's level of risk and/or that of products managed. Vested tranches may be required to be refunded in full or in part, in order to carry out ex post risk adjustments.

Balance between fixed and variable compensation

Ostrum Asset Management ensures that there is an appropriate balance between the fixed and variable components of overall compensation. It also ensures that the fixed portion represents a sufficiently high proportion of overall compensation so that a fully flexible policy may be implemented on variable compensation components, including the option of paying no variable component. As part of the annual compensation review, the Human Resources department documents all individual situations where variable compensation is more than twice the fixed compensation and that may be explained by reference to market practices and/or an exceptional level of responsibilities, performance and behavior.

- **3. APPLICATION OF THE MECHANISM APPLICABLE TO IDENTIFIED STAFF UNDER THE AIFM AND/OR UCITS V DIRECTIVES**

3.1. IDENTIFIED STAFF

In accordance with regulatory provisions, Ostrum Asset Management's identified population involves staff categories – including senior managers, risk-takers and those exercising a control function, as well as any employee who is in the same compensation bracket as senior managers and risk-takers based on his/her total compensation – whose employment activities have a material impact on the risk profile of the management company and/or the products it manages. These staff are identified based on their employment activities, degree of responsibility or their overall level of compensation.

With a view to consistency and uniformity, Ostrum Asset Management has decided to apply the mechanism applicable to identified staff across the entire scope of the products it manages i.e. mandates, UCITS and AIF.

The following categories of employee are considered to be identified staff:

- Members of the management body;
- Employees responsible for portfolio management;
- The heads of control functions (risk, compliance and internal control);
- The heads of support or administrative functions;
- Other risk-takers;
- Employees who, based on their overall compensation, are in the same compensation bracket as senior managers and risk-takers.

Each year prior to the annual compensation review, the Human Resources department draws up and formally records the identification methodology and scope of Ostrum Asset Management's identified staff, in conjunction with the Permanent Controls department.

The scope for all identified staff is then approved by Ostrum Asset Management's senior management, before being presented to its board of directors in its supervisory capacity, and then to the Natixis compensation committee.

The entire identification process is documented and filed by the Human Resources department, and the employees in question are also informed of their status.

3.2. MECHANISM APPLICABLE TO VARIABLE COMPENSATION AWARDED TO IDENTIFIED STAFF

In accordance with regulation and in order to ensure alignment between employees, investors and the management company, where the variable compensation of identified staff exceeds a certain threshold, it is partly deferred and partly awarded in the form of financial instruments vesting over a minimum period of 3 years and on a pro rata basis.

The proportion of variable compensation, which is deferred over 3 years, increases with the amount of variable compensation awarded, and may reach 60% for those with the highest compensation at Ostrum Asset Management. Compensation is currently deferred as follows:

- Up to €199,000 in variable compensation: no deferred portion;
- Between €200,000 and €499,000 in variable compensation: full 50% of the amount is deferred;
- Above €500,000 in variable compensation: full 60% of the amount is deferred.

The triggering thresholds for deferred variable compensation may change as a result of regulatory requirements or changes in internal policies. In these circumstances, the new thresholds are submitted for approval to Ostrum Asset Management's executive committee and Natixis' compensation committee.

Additionally, a minimum of 50% of variable compensation is awarded in financial instruments in the form of cash indexed to the performance of a basket of products managed by Ostrum Asset Management.

The vesting of the deferred component of variable compensation is subject to the employee meeting certain conditions relating to attendance and to the company's financial performance as well as the absence of unusual behavior that may have an impact on the level of risk for Ostrum Asset Management and/or the products it manages.

Vesting is also subject to obligations in relation to risk and compliance rules. Failure to comply with these obligations may result in a partial or total reduction of these amounts vested. Such amounts may also be required to be returned in whole or in part, in order to carry out ex post risk adjustments.

Employees who receive deferred variable compensation are prohibited from using individual hedging or insurance strategies at any point during the vesting period.

The terms and conditions applicable to the calculation, valuation, allocation, vesting and payment of the deferred variable compensation in equivalent financial instruments are set out in Ostrum Asset Management's Long Term Incentive Plans (LTIPs).

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● 4. **GOVERNANCE**

The general and specific principles of the compensation policy are drawn up and formally recorded by Ostrum Asset Management's Human Resources department.

Ostrum Asset Management's Permanent Controls department and Risk department have an active role in developing, constantly monitoring and assessing the compensation policy. They are involved in defining the management company's overall strategy with the aim of promoting the development of effective risk management. The Permanent Controls department is therefore involved in determining the scope of the identified staff, while the Risk department is involved in ascertaining indexation and the basket of funds for the LTIP, as well as ensuring assessment of the impact of the variable compensation structure on portfolio managers' risk profiles.

Ostrum Asset Management's compensation policy is approved by its board of directors in its supervisory capacity.

The general and specific principles, the terms of application and figures of the compensation policy including for identified staff and those with the highest compensation are approved in detail by the members of Ostrum Asset Management's executive committee.

The Ostrum Asset Management compensation committee is established and acts in accordance with regulations¹:

- Both in terms of composition i.e. independence and expertise of its members, the majority of whom, including the chair, do not hold executive roles at Ostrum Asset Management and are therefore independent;
- And in the performance of its duties, which include the following roles:
 - Recommendations and assistance to the board of directors in preparing and implementing the management company's compensation policy;
 - Assistance to the board of directors in supervising the preparation and implementation of the management company's compensation system;
 - Specific attention is paid to the evaluation of the mechanisms used to ensure that the compensation system takes proper account of all categories of risk, liquidity and the levels of assets under management and that the compensation policy is compatible with the business strategy, objectives, values and interests of the management company and the products it manages and those of investors.

Against this backdrop, the Ostrum Asset Management compensation committee receives for review the general and specific principles of Ostrum Asset Management's compensation policy, its compliance with applicable regulations and the terms of application and summary figures of the compensation policy, including details of identified staff and those with the highest compensation. These aspects are then approved by its board of directors in its supervisory capacity.

Senior management at Natixis Investment Managers then submits a summary version of the information above to Natixis' senior management for approval, which passes on this information to the Natixis compensation committee, before approval by its board of directors in its supervisory capacity.

Natixis' compensation committee is set up and acts in accordance with regulation, in terms of its composition (independence and expertise of its members), and in the performance of its duties. The majority of its members, including the chair, do not hold executive roles at Ostrum Asset Management, are external to Natixis and are therefore entirely independent².

The compensation of Ostrum Asset Management's Chief Executive Officer is proposed by senior management at Natixis Investment Managers, and is then presented to the Ostrum Asset Management compensation committee before being presented to the Natixis compensation committee.

The compensation of Ostrum Asset Management's Heads of Risk and Compliance is reviewed by Natixis Investment Managers' Heads of Risk and Compliance as part of the independent reviews carried out by the Risk and Compliance functions. It is then submitted to the Ostrum Asset Management compensation committee and then the Natixis compensation committee.

All assignments allocated to the compensation committees and outlined in regulation are fulfilled in practice by the compensation committee set up at Ostrum Asset Management and/or the Natixis compensation committee.

¹ For further details on the composition and role of the Ostrum Asset Management compensation committee, please see the company's internal regulations for the appointment and compensation committee.

² For more details on the composition and role of the Natixis compensation committee, consult its Registration document.

The general and specific principles of the compensation policy are disclosed within the company to all employees and to members of the works council. Ostrum Asset Management also complies with all its external disclosure requirements.

The review, approval and communication processes are carried out in full each year. They take account of any regulatory developments as well as changes in the context, and are carried out in accordance with Natixis' compensation policy.

Finally, Ostrum Asset Management's entire compensation policy is subject to a centralized and independent annual review by Natixis Investment Managers' Internal Audit department.

When Ostrum Asset Management's delegates the financial management of one of the portfolios that it manages to another management company, it ensures that this delegated company complies with the regulations in force.

ADDITIONAL NOTES

Ostrum Asset Management

Asset management company regulated by AMF under n° GP-18000014 – Limited company with a share capital of 48 518 602 €. Trade register n°525 192 753 Paris – VAT: FR 93 525 192 753 – Registered Office: 43, avenue Pierre Mendès-France, 75013 Paris – www.ostrum.com

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Figures mentioned refer to previous years. Past performance does not guarantee future results. Any reference to a ranking, a rating or an award provides no guarantee for future performance and is not constant over time. Reference to a ranking and/or an award does not indicate the future performance of the UCITS/AIF or the fund manager.

Under Ostrum Asset Management's social responsibility policy, and in accordance with the treaties signed by the French government, the funds directly managed by Ostrum Asset Management do not invest in any company that manufactures, sells or stocks anti-personnel mines and cluster bombs.



Ostrum Asset Management

Asset management company regulated by AMF under n° GP-18000014 – Limited company Trade register n°525 192 753 Paris – VAT: FR 93 525 192 753.

Registered Office: 43, avenue Pierre Mendès-France, 75013 Paris – www.ostrum.com



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