

Remuneration policy - Summary

BIL Group Remuneration policy defines the remuneration principles and practices of the BIL Group and is directly applicable to BIL Manage Invest (BMI).

Governance: roles and responsibilities in the design, implementation and on-going supervision of the remuneration policy

- **Board of Directors**

The BIL Board of Directors is responsible for the design of the Policy principles and for the monitoring of the Policy's implementation, maintenance and review.

The BIL Board of Directors also ensures to take into account all the adequate inputs provided by all relevant functions (i.e. Internal Audit, Compliance, Risk management, Human Resources). In addition, the BIL Board of Directors is assisted in its tasks by the BRNC, set up as a specialized Committee of the Board. Finally, the BIL Board of Directors ensures that the implementation of the Policy is reviewed on a regular basis BRNC-R, which can be assisted, if so requested, by the Control Functions or by external experts. Such central and independent reviews will assess whether the remuneration system (i) operates as intended and (ii) is compliant with the relevant and applicable regulations.

- **Board of Remuneration and Nominations Committee**

The BIL Group operates in the financial market place giving rise to business, regulatory, financial, operational and human capital issues from many aspects of its activities. The BRNC is a BOD specialized committee and has been set up by the BOD in order to ensure the smooth management and operation of all relevant nomination and remuneration matters and as part of the governance structure of the BIL Group.

The responsibilities and the functioning of the BRNC is laid down in the Terms of Reference (hereafter, the "TOR") of the BRNC. The TOR BRNC are reviewed regularly by the BRNC and subsequently by the BoD to ensure its perfect compliance with all relevant and applicable regulations.

Since 1 January 2016, the BRNC is organized in two sub-meetings:

- Sub-meeting BRNC-N in charge of all nominations and appraisal related matters as provided for in the TOR BRNC;
- Sub-meeting BRNC-R in charge of all remuneration related matters as provided for in the TOR BRNC.

- **Management Board Members**

Notwithstanding the fact that the overall responsibility for the policy remains in the hands of the BIL Board of Directors, it is important to note the active role of the Management Board of BIL group entities which ensures the operational implementation of the Policy throughout the BIL group and takes appropriate measures to ensure that it is applied properly and in line with relevant and applicable local regulations.

- **Control Functions**

The Control Functions (Internal Audit, Compliance, Risk management, Human Resources) are consulted in the framework of designing and controlling the remuneration policy. KPMG and Clifford Chance have assisted in the elaboration of the policy.

Disclosure

Internal disclosure

Employees of BIL group are informed through the intranet or by their hierarchy on the annual performance assessment and reward process and the main principles of this policy.

The discretionary nature of the variable remuneration is mentioned in the employment contracts.

BIL group informs its staff members appropriately and timely of any amendments to the policy which might affect them.

External disclosure

As set out in art. 450 (Part Eight) of EU Regulation N°575/2013, BIL group makes available to the public information regarding its remuneration policy and practices for those categories of staff whose professional activities have a material impact on BIL group's risk profile (i.e. the Identified Staff). Such information can be found in BIL group's risk report

BMI specificities

Pursuant to applicable laws and regulations, the Management Company has established a remuneration policy for those categories of staff (Identified Staff), including senior management, risk takers, control functions, and any employees receiving total remuneration that takes them into the same remuneration bracket as senior management and risk takers and whose professional activities have a material impact on the risk profiles of the Management Company or the Funds, that are consistent with and promote sound and effective risk management and do not encourage risk-taking which is inconsistent with the risk profiles or the Fund's Articles of Incorporation.

The remuneration policy is in line with the business strategy, objectives, values and interests of the management company and the Funds (AIFs and UCITS) that it manages and of the investors in such Funds, and includes measures to avoid conflicts of interest.

As per the remuneration policy of the Management Company, Identified Staff receives a fixed remuneration based on experience and role, fringe benefits and a variable remuneration based on individual and collective performance criteria as well as on category of staff.

The list of BMI Identified Staff as of 31.12.2015 is detailed as follows:

BMI CEO

BMI Conducting Officers

BMI "Relevant Persons" : Senior Portfolio Manager and Senior Product Manager