



idiCo

Remuneration policy

Consideration of sustainability risks

April 2023

idiCo's remuneration policy considers the integration of sustainability risks by its employees in connection with their activities.

Sustainability risk is defined as an environmental, social or governance event or situation that, if it occurs, could have a significant negative impact on the performance of an investment. At idiCo, performance-related pay is based on performance measured in a way that does not encourage risk-taking.

For the allocation of fixed and variable remuneration, idiCo's management relies on the Remuneration Committee. The Compliance department has ultimate responsibility for monitoring implementation of the remuneration policy.