



Dorval Asset Management's Remuneration Policy

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The purpose of Dorval AM's Remuneration Policy is, on the one hand, to describe the Remuneration Policy as it is applied within Dorval Asset Management and, on the other hand, to meet requirements in terms of documentation and transparency which are set out in the European Directive 2014/91/EU ("UCITS V Directive") in the context of its status as a management company and in European Directive 2011/61/EU ("AIFM Directive") in the context of its AIFM streamlined status.

Further information on the remuneration policy is available on the website <https://www.dorval-am.com/informations-reglementaires/> and a hard copy of this information can be obtained free of charge on request.

It consists of general principles applicable to all employees, specific principles applicable to Employees Identified¹ by UCITS V and a governance mechanism applicable to all employees.

Dorval Asset Management adheres to the principles of the Directives and guidelines of the European Securities and Market Authority (ESMA), as published on 11 February 2013 and 31 March 2016, in a manner and to an extent that is appropriate to its size and internal organisation as well as to the nature, scope and complexity of its activities.

It should be noted that this policy is in line with the Remuneration Policy set out by Natixis.

The Remuneration Policy is a strategic aspect of Dorval Asset Management's policy. As a tool to enhance employee motivation and commitment, it aims to be competitive and attractive in relation to the rest of the industry while fully complying with key financial indicators and regulations. It also includes a loyalty scheme for key employees through potential free share allocations (FSAs).

Dorval Asset Management's Remuneration Policy, which applies to all employees, counts the alignment of employees' interests with those of investors among its fundamental principles:

- it is consistent and promotes sound and efficient risk management and does not encourage risk-taking that would be incompatible with the risk profiles, regulations or documents constituting the products managed;
- it is in line with the economic strategy, objectives, values and interests of the Management Company and the products it manages, as well as those of investors, and includes measures aimed at preventing conflicts of interest.

Dorval Asset Management's Remuneration Policy covers all components of remuneration, which include fixed remuneration and, where applicable, variable remuneration².

Fixed remuneration rewards skills, professional experience and level of responsibility. It takes into account market conditions.

Variable remuneration depends on the assessment of collective performance, which is measured on the basis of Management Company performance and the performance of the products managed and individual performance. It considers quantitative and qualitative factors, which may be established on a yearly or multi-year basis to limit the weight of strictly financial or ad hoc performance.

I. Definition of performance

The objective and transparent evaluation of annual and multi-year performance on the basis of predefined objectives is a prerequisite for the application of Dorval Asset Management's Remuneration Policy. It ensures that employees are treated fairly and selectively. This

¹ In accordance with regulatory provisions, Dorval Asset Management's Identified Population comprises categories of personnel, including senior management, risk-takers and persons exercising a control function, as well as any employee whose total remuneration falls within the same remuneration bracket as senior management and risk-takers, and whose professional activities have a significant impact on the risk profile of the management company and/or the products it manages.

² Throughout the document, individual variable remuneration, whether vested and paid immediately or deferred, corresponds to the idea of a performance bonus.

assessment is shared between the employee and his/her manager during an individual assessment interview.

Finally, specific criteria incorporating sustainability risks and sustainable investment objectives, i.e. social, environmental and governance issues, must be defined for all management staff.

Within the overall variable remuneration envelope, individual variable remuneration is allocated as part of the annual remuneration review, on a discretionary basis, based on the assessment of individual performance and the way in which this performance is achieved. The variable remuneration allocated to employees is affected in the event of inappropriate risk and compliance management, or failure to comply with regulations and internal procedures during the year in question.

The Identified Population is subject to specific obligations in terms of compliance with risk and compliance rules. Failure to comply with these obligations may result in a partial or total reduction in the allocation of individual variable remuneration.

In addition, in the event of the materialisation of a major sustainability risk, i.e. the occurrence of an environmental, social or governance event or situation that would have a significant and lasting negative impact on the value of the funds/products managed and that has been previously identified in the extra-financial analyses of the " **Drivers**³ " model, the envelope allocated to individual variable remuneration may be reduced or even cancelled, as well as, where applicable, the maturities in the process of being acquired in respect of variable remuneration that has already been allocated and deferred.

In addition, in the event of the materialisation of a major sustainability risk, i.e. the occurrence of an environmental, social or governance event or situation that would have a significant and lasting negative impact on the value of the funds/products managed and that has been previously identified in the extra-financial analyses of the " **Drivers** " model, the envelope allocated to individual variable remuneration may be reduced or even cancelled, as well as, where applicable, the maturities in the process of being acquired in respect of variable remuneration that has already been allocated and deferred.

II. Remuneration governance

The general and specific principles of the Remuneration Policy are defined and documented by the Human Resources Department.

Dorval Asset Management's Compliance and Internal Control Officer has an active role in the development, continuous monitoring and evaluation of the Remuneration Policy. They are therefore involved in determining the overall strategy applicable to the Management Company in order to promote the development of effective risk management. As such, they are involved in determining the scope of Identified Employees. They are also responsible for assessing the impact of the variable remuneration structure on the risk profile of managers.

Dorval Asset Management is a Société Anonyme (limited company) with a Board of Directors. This Remuneration Policy is approved by Dorval Asset Management's Board of Directors in its supervisory function.

The general and specific principles, application methods and quantified data of the remuneration policy, including the Identified Employees and the highest levels of remuneration, are approved in detail by the members of Dorval Asset Management's General Management.

Dorval Asset Management set up a Remuneration Committee in 2015. It meets annually and consists of members of Dorval Asset Management's Board of Directors, a majority of whom, including its Chairman, do not hold executive functions within Dorval Asset Management.

³ Drivers : Dorval Responsible Investment, EnviRonmental and Sustainable - internal extra-financial rating methodology

Dorval Asset Management's Chief Executive Officer and Director of Human Resources also attend this Committee.

Its purpose is to:

- ensure compliance with the remuneration principles applicable to the Management Company;
- supervise the implementation and development of the Remuneration Policy (approve, amend, respect);
- draw up recommendations on the fixed and variable remuneration of executive directors and on variable remuneration above a certain threshold which Dorval Asset Management will determine in advance;
- supervise the remuneration of managers in charge of the risk management and compliance functions;
- evaluate the mechanisms adopted to ensure that:
 - the remuneration system takes into account all categories of risk, liquidity and levels of assets under management;
 - the policy is compatible with the economic strategy, objectives, values and interests of the Management Company and the products managed and those of investors.

In this context, the general and specific principles, the compliance of Dorval Asset Management's Remuneration Policy with the applicable regulations and application methods, and quantified summary data of the Remuneration Policy, including the Identified Employees and the highest levels of remuneration, are submitted to the Dorval Asset Management Remuneration Committee for review, before being approved by its Board of Directors in its supervisory function.

Natixis Investment Managers' General Management then submits the above information in summary form for the approval of Natixis's General Management, which then transmits it to the Natixis Remuneration Committee, before it is approved by its Board of Directors in its supervisory function.

The Natixis Remuneration Committee itself has been established and acts in accordance with regulations, both in its composition (the independence and expertise of its members) and in the exercise of its duties. The majority of its members, its Chairman included, do not hold executive functions within Dorval Asset Management, are outside the Natixis Group and are therefore completely independent⁴.

The remuneration of Dorval Asset Management's Chief Executive Officer is proposed by Dorval Asset Management's Remuneration Committee and then submitted to Natixis Investment Managers' General Management and finally to the Natixis Remuneration Committee. It is approved by Dorval Asset Management's Board of Directors in its supervisory function.

The remuneration of Dorval Asset Management's Compliance and Internal Control Officer is determined by Dorval Asset Management's General Management; it is monitored, in the context of the independent reviews carried out by the risk and compliance departments, by Natixis Investment Managers' Risk and Compliance Directors and ratified by Dorval Asset Management's Remuneration Committee and the Natixis' Remuneration Committee.

In short, all roles assigned to remuneration committees and set out in the regulatory texts are in practice performed by Dorval Asset Management's Remuneration Committee and/or by the Natixis Remuneration Committee.

⁴ For more details on the composition and role of the Natixis Remuneration Committee, see the company's Registration Document.

Where variable remuneration is awarded, the list of names of the persons concerned, the amounts awarded as well as the breakdown between immediate and deferred payments and the cash and equivalent portion for financial instruments are stored and filed by the Management Company.

Dorval Asset Management reviews the general principles of this policy on an annual basis and performs an evaluation of compliance of this policy. This control and review are documented (see chapter 8). Provisions for the monitoring of variable remuneration).

III. Transparency provisions

Dorval Asset Management communicates the main features of the Remuneration Policy to its staff and to the subscribers of the UCIs in detail through the DICI, prospectus and annual reports of the funds.

Relevant information on the Remuneration Policy is disclosed in the financial statements or in an independent statement.

IV. Provisions for the monitoring of variable remuneration

This procedure is put in place to minimise the risks in this area. Monitoring of its implementation is taken into account in the annual monitoring programme of the Compliance and Internal Control Officer.

The monitoring carried out by the Compliance and Internal Control Officer entails verifying that the Remuneration Policy is established in such a way as to align it with the economic strategy and long-term objectives, the values and interests of the Management Company and the funds under management as well as those of the investors, all within the framework of strong, controlled risk management.

Dorval Asset Management's Compliance and Internal Control Officer includes the area of variable remuneration in the potential risks of conflicts of interests.

Finally, Dorval Asset Management's Remuneration Policy is subject to a centralised and independent annual review by Natixis Investment Managers' Internal Audit Department.

V. Remuneration paid during the 2022 financial year

The total amount of remuneration for the financial year paid by the Management Company to its staff, broken down into fixed and variable remuneration, and the number of beneficiaries, is as follows:

2022 payroll	€4,717,981.42
Of which variable remuneration paid for the 2021 performance	€1,770,958.00
Of which deferred variable awarded for the 2018 financial year and paid in 2022	€321,452
Of which deferred variable awarded for the 2019 financial year and paid in 2022	€168,558
Of which deferred variable awarded for the 2020 financial year and paid in 2022	€25,401

Total staff members concerned	36
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The aggregate amount of remuneration, broken down into the senior executives and members of staff of the Management Company whose activities have a significant impact on the risk profile of the Management Company and/or portfolios is as follows:

2022 payroll for all Identified Staff	€4,091,115.71
Of which payroll of senior executives	€2,818,463.23
Total for all Identified Staff	21