

## Arvestar Asset Management remuneration policy statement

Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability disclosure in the financial services sector ('SFDR') imposes certain sustainability-related disclosure requirements on financial institutions that make investment products available and/or provide investment or insurance advice.

This document puts into practice Article 5 of SFDR, which requires such financial institutions to publish information on how their remuneration policies are consistent with the integration of sustainability risks on their websites.

Arvestar Asset Management (Arvestar) is a Belgian fund management company supervised by the Financial Services and Markets Authority (FSMA), responsible for managing the funds :

Argenta Pension Savings Fund,

Argenta Pension Savings Fund defensive and,

The Argenta DP fund (Defensive and Dynamic).

Sustainability is central to Arvestar's remuneration policy. Sustainability is translated in various ways, but importantly, Arvestar strives to offer all employees a balanced remuneration package. An important element in this is the gross monthly salary, which is supplemented by holiday pay and a thirteenth month. The remuneration policy determines which scales apply to which jobs. It takes into account the degree of difficulty, the responsibility, the level of training or experience required, and the specialisation needed for a particular job. Other elements also have their place in a balanced remuneration package: hospitalisation insurance, group and disability insurance and meal vouchers. Company cars or flat-rate expense allowances may be granted for certain positions.

The foregoing has the effect that the salary of Arvestar's employees, executives and board members consists exclusively of a fixed amount. We hereby underline that neither board members, executives nor employees receive any variable remuneration (bonus), shares, stock options, entry bonus or deferred remuneration.

In this way, Arvestar wants to avoid taking decisions that are driven by short-term considerations and that may go against the sustainable long-term evolution of the company.