

Remuneration policy

In accordance with the provisions of the UCITS directive and the Disclosure regulation (SFDR), the remuneration policy promotes sound and effective risk management and does not encourage risk-taking that would be incompatible with the risk profiles, the Prospectus of the Sicav "Eleva UCITS Fund".

It is also determined in such a way as to avoid situations of conflicts of interest and to prevent the taking of risks that are reckless or incompatible with the interests of investors, whether these risks are of a financial nature or not (risk of non-compliance, sustainability , etc).

ELEVA Capital's remuneration policy aims to encourage alignment of the personal objectives of all employees with those of investors in the Sicav managed by the ManCo, as well as the long-term objectives of ELEVA Capital.

ELEVA Capital's Remuneration policy ensures compliance with the following principles:

1. ELEVA Capital ensures that the fixed part of the remuneration represents a sufficiently high part to remunerate the employees with regard to the obligations of their position, the level of competence required, their duties and their experience.
2. Variable compensation is determined in such a way that its level is linked to the wealth created by the management company over the long term.
3. The variable remuneration must not lead employees to take higher risks which could harm clients' and / or the Company's interests, whether these risks are of a financial nature or not (risk of non-compliance, value, etc.).
4. The distribution of variable remuneration is determined on the basis of quantitative and qualitative objectives.
5. The total amount of variable compensation is compatible with the financial situation of the management company.

The control of the remuneration policy and its application is part of the procedures and the annual compliance monitoring program.

The remuneration policy is subject to periodic review by the Remuneration Committee, at least annually and on the occasion of any change in the organization or scope of activity of the Company.