



COMPANY STATEMENT OF POLICY

Employee Remuneration

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POLICY

It is the policy of H2O AM LLP is to ensure the fair and reasonable remuneration of all employees, inline with their responsibilities and individual performance and conduct.

STATEMENT OF INTENT

It is the stated Policy of the Company that the Company will ensure, so far as is reasonably practicable:

1. Remuneration principles are compliant with all appropriate and applicable regulatory guidelines.
2. Remuneration mechanisms are reflective of, and competitive with, the market rate for any given role.
3. Remuneration mechanisms promote responsible business conduct and fair treatment of clients.
4. Remuneration mechanisms are aligned to, and promote behaviors associated with, the Company's investment philosophy and core values.

ORGANISATION AND CONTROLS

1. The Remuneration Committee is charged with ensuring that remuneration arrangements support the strategic aims of H2O AM, together with the recruitment, motivation and retention of its team; whilst complying with the regulatory and governance bodies.
2. The Remuneration Committee meets on an annual basis to ensure regular review of remuneration mechanisms and practice.
3. The remuneration Committee comprises of members, from both H2O AM LLP and Natixis, to ensure broad and objective review. These are currently:
 - Geoffrey Sartorius, CFO NGAM
 - Beverley Bearden, HR Director NGAM
 - Matthieu Duncan- CEO NAM
 - Bruno Crastes, CEO H2O AM
4. Any changes or additions to individual remuneration, both fixed and variable, shall be reviewed and verified by an independent member of the senior management team; i.e. from an alternative business unit, and the CEO.



WORKING PRACTICE

1. Financial Remuneration practices vary according to employment relationship status;
 - a) Employees, are incentivized via the combination of a base salary in line with UK market practices and an annual bonus, the latter being based on their individual performance, conduct, and contribution to the overall business performance.
 - b) Partners, who are compensated via a base salary and an annual bonus based on their individual performance, conduct, and contribution to the overall business performance. They are also entitled to dividends up to their stake in the company's capital and depending upon the profitability of the firm.
2. Non-financial remuneration in the form of Employee benefits. Our employees benefits package, including but not limited to, Health Insurance, Pension, and Life Assurance, is provided to all employees, regardless of their position, tenure or performance, and is intended only to promote staff-wellbeing and increase productivity.
3. Non-financial remuneration in the form of Learning and Development. All employees are entitled to request financial support for Learning and Development. These requests will be considered on a case by case basis and granted according to whether the business deems the training appropriate. All training opportunities sponsored by the business should enhance individual performance and promote responsible business conduct.

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