



Remuneration policy

The purpose of the remuneration policy of Coeli is to ensure that the company has a compensation system that is linked to the long-term interest of its investors. The remuneration policy should also be consistent with the business strategy, goals, values and interest of Coeli. It shall not encourage excessive risk-taking in relation to the limits established by risk profiles, fund rules, of the official regulations for the portfolios managed by Coeli.

The remuneration policy stipulates that portfolio managers shall refrain from unnecessary risk-taking linked to sustainability risks as identified in the sustainability policy document. The remuneration policy also prevents Coeli from rewarding portfolio managers for taking risks linked to sustainability.