

Information note in relation to Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019 on the disclosure of information related to sustainability in the financial services sector.

In relation to article 5, which establishes that participants in financial markets and financial advisers will include in their remuneration policies information on the coherence of said policies with the integration of sustainability risks and will publish such information on their websites, CaixaBank Asset Management Luxembourg S.A. (hereinafter, "CABK AM LUX" or "the ManCo") ensures the alignment of its remuneration policy based on the reference regulations and the internal rules of conduct that govern the ManCo, as well as the promotion of prudent management in line with the culture of CABK AM LUX's risks, including sustainability risks.

The remuneration policy includes among its general principles the orientation to *"fostering patterns of behaviour to ensure that value is generated in the long term and that results are sustained over time"*; as well as *"be in line with rational and effective risk management and must not offer incentives to assume risks that are not compatible with the ManCo's risk profiles or the legislation applicable to the funds managed, and it must be consistent with the business strategy, targets, values and long-term interests of CABK AM LUX, the funds managed, its unitholders or shareholders, and public interest, and must include measures to prevent conflicts of interest"*.

In this sense, CABK AM LUX considers that *"the fixed components and other benefits constitute the bulk of the remuneration packages offered since, in general, variable remuneration tends to be conservative, as it could potentially generate risk"* and *"based on the application of principles that are consistent with the data provided by market references"*.

Variable remuneration is *"tied to the achievement of previously established targets and goals defined to avoid possible conflicts of interest and, if applicable, to include qualitative- evaluation principles intended to align investors' interests with codes of conduct in the securities market"*.

Furthermore, CABK AM LUX aims to continually improve in line with the best market practices and emerging regulations, in relation to linking the ManCo's employee remuneration to the objectives, the commercial strategy and the management and integration of risks, including sustainability risks that the company considers and manages.