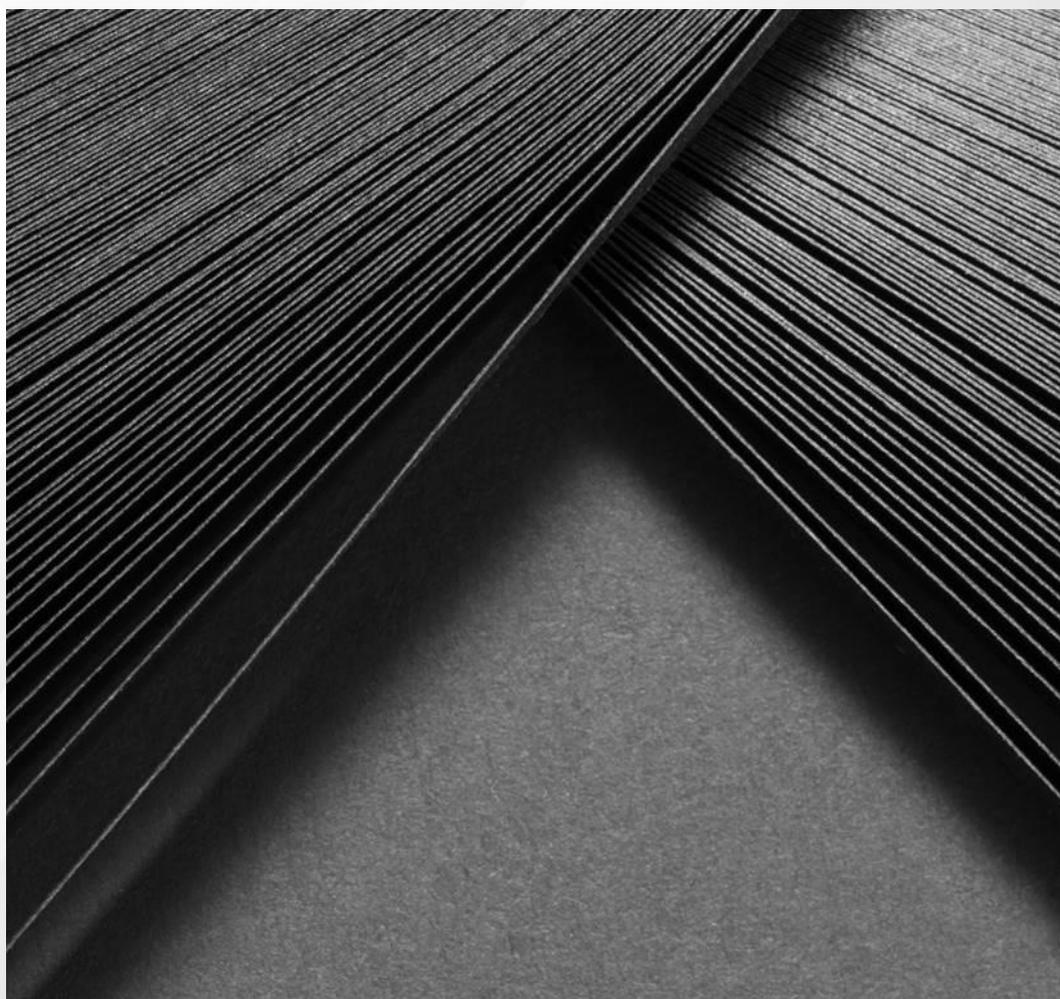


# Information Note Remunerations

*CAIXABANK ASSET MANAGEMENT SGIIC, S.A.U.*

February 2021



## Information Note

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

In relation to Article 5, which establishes that, "Financial market participants and financial advisers shall include in their remuneration policies information on how those policies are consistent with the integration of sustainability risks, and shall publish that information on their websites", CaixaBank Asset Management SGIIC, S.A.U. (CaixaBank AM) ensures the alignment of its remuneration policy based on the benchmark regulations and the internal rules of conduct that govern the company, and also promotes prudent management in line with the CaixaBank AM risk culture, including sustainability risk.

The general principles of the remuneration policy include guidance on *promoting behaviours that foster the generation of long-term value and the sustainability of results over time* and on *being consistent with rational and effective risk management and not offering incentives to assume risks that are incompatible with the company's risk profiles and regulations applicable to managed CISs, and they must also be consistent with the business strategy, objectives, values and long-term interests of CaixaBank AM, the managed CISs, its unitholders or shareholders and public interest, including measures for preventing conflicts of interest.*

CaixaBank AM considers that *fixed components and other benefits make up most of the remuneration conditions, where, in general, the concept of variable remuneration tends to be conservative due to its potential role as a risk generator and that it applies principles consistent with the data provided by market references.* Variable remuneration is *linked to meeting previously established targets and challenges and defined in such a way as to avoid possible conflicts of interest and, where appropriate, includes qualitative valuation principles that consider alignment with the interests of investors and rules of conduct in the securities market and the variable remuneration will never be linked solely and directly to individual management decisions or criteria that encourage the assumption of risks incompatible with the company's risk profile or rules regarding conduct or conflicts of interest, the CISs it manages or its shareholders.*



Furthermore, CaixaBank AM aims to continuously improve in line with best market practices and emerging regulations, in relation to linking remuneration for company employees to its objectives, business strategy and risk management and integration, including the sustainability risk envisaged and managed by the company. Managers who manage products or offer investment services involving commitments to sustainability include criteria for the correct integration of sustainability risk in management strategy and tactics in their variable remuneration schemes.