

Remuneration policy ADM Investor Services BV

The purpose of the remuneration policy is to prevent remuneration from resulting in incorrect treatment of clients or other risky behaviour that could have a negative effect on ADM Investor Services BV, as well as on the financial sector as a whole. In this respect, the Board of Directors is of the opinion that the remuneration system should be related in such a way that the employees concerned focus on the long-term interests of clients and risk management for ADM Investor Services BV.

Every employee is on the payroll of ADM Investor Services BV and

- receives a fixed reward
- no variable rewards are awarded

We may change the content of the remuneration policy at any time and without prior notice. You can consult this web page for the latest version.