

# Remuneration Policy

---

March 2021

Mirae Asset Global Investments (Hong Kong) Limited

## 1. Introduction

This policy is to outline key principles for remuneration allowing Mirae Asset Global Investments (Hong Kong) Limited (“company”) to retain and attract employees with relevant skills, knowledge and expertise while ensuring a high degree of goal alignment between the individual and company regardless of gender, age, race, disability and family status.

## 2. Remuneration Policy

### 2.1 Objective

Remuneration policy concerns the structure and decision process of base salary and bonus.

It also provides a guideline of the remuneration system’s operation to ensure its operation is sound and managed in principles.

### 2.2 Scope

The Remuneration policy is applicable to all employees of company.

### 2.3 Structure of Remuneration

Company shall consider the role, responsibilities, seniority, activities, and performances of the employees in determining remuneration.

Company shall consider the mix and balance of base salary and bonuses.

#### 1. Base Salary

The primary factor for determining base salary of employees is based on individual skill and responsibilities. The base salary is set at a reasonable level that is sufficient to attract and retain employees with relevant skills, knowledge and expertise benchmarked against the financial institutions in Hong Kong.

Base salary will be proposed by Human Resources, concurred by Chief Operating Officer and approved by the Chief Executive Officer for new recruits.

Base salary will be reviewed annually with reference to the companies of similar business or scale and the adjustment will be recommended by HR Committee and approved by the Chairman of HR Committee.

## 2. Bonus

It is at company's absolute discretion to pay a bonus to employees. The amount of the bonus payment is tied to the business profitability of company as well as individual's performance each year.

Company shall implement various bonus schemes for its purpose.

Company has no plan to offer share or share-linked instruments to employees. Rather, company shall offer cash-based bonus to employees as incentive award.

### 2.4 ESG Consideration

Considering ESG as one of the Company's pursuing strategies and related regulatory aspects, the Company reflects and highlights below factors in remuneration policy and practice.

1. Set ESG related products and their launch as one of our key business strategies, and this will be one of the key performance indicators for the relevant employees and executives.
2. During annual remuneration review, HR committee will carry out a separate analysis on gender pay gap and adjustment will be decided and implemented if necessary.
3. Set long-term performance as a key remuneration indicator, HR committee will carry out annual performance review based on 3 years' performance and utilize more long-term incentive plans for the remuneration of both employee and executives.

## 3. Review Process

This policy is subject to review at least annually by the HR committee.

## Disclaimer

This document has been prepared for presentation; illustration and discussion purpose only and is not legally binding. Whilst compiled from sources Mirae Asset Global Investments believes to be accurate, no representation, warranty, assurance or implication to the accuracy, completeness or adequacy from defect of any kind is made. Unless indicated to the contrary, all figures are unaudited. The division, group, subsidiary or affiliate of Mirae Asset Global Investments which produced this document shall not be liable to the recipient or controlling shareholders of the recipient resulting from its use. The views and information discussed or referred in this report are as of the date of publication, are subject to change and may not reflect the current views of the writer(s). The views expressed represent an assessment of market conditions at a specific point in time, are to be treated as opinions only and should not be relied upon as investment advice regarding a particular investment or markets in general. In addition, the opinions expressed are those of the writer(s) and may differ from those of other Mirae Asset Global Investments' investment professionals.

The provision of this document shall not be deemed as constituting any offer, acceptance, or promise of any further contract or amendment to any contract which may exist between the parties. The issuer of this article is Mirae Asset Global Investments (HK) Limited ("we") which the individual, or we or our managed funds may hold the mentioned securities. It should not be distributed to any other party except with the written consent of Mirae Asset Global Investments. Nothing herein contained shall be construed as granting the recipient whether directly or indirectly or by implication, any license or right, under any copy right or intellectual property rights to use the information herein. This document may include reference data from third-party sources and Mirae Asset Global Investments has not conducted any audit, validation, or verification of such data. Mirae Asset Global Investments accepts no liability for any loss or damage of any kind resulting out of the unauthorized use of this document. Investment involves risk. Past performance figures are not indicative of future performance. Forward-looking statements are not guarantees of performance. The information presented is not intended to provide specific investment advice. Please carefully read through the offering documents and seek independent professional advice before you make any investment decision. Products, services, and information may not be available in your jurisdiction and may be offered by affiliates, subsidiaries, and/or distributors of Mirae Asset Global Investments as stipulated by local laws and regulations. Please consult with your professional adviser for further information on the availability of products and services within your jurisdiction.

Before making any investment decision to invest in the Fund, investors should read the Fund's Prospectus and the Information for Hong Kong Investors of the Fund for details and the risk factors. Investors should ensure they fully understand the risks associated with the Fund and should also consider their own investment objective and risk tolerance level. Investors are also advised to seek independent professional advice before making any investment. This document is issued by Mirae Asset Global Investments and has not been reviewed by the Hong Kong Securities and Futures Commission.

Copyright © 2021 Mirae Asset Global Investments. All rights reserved.