



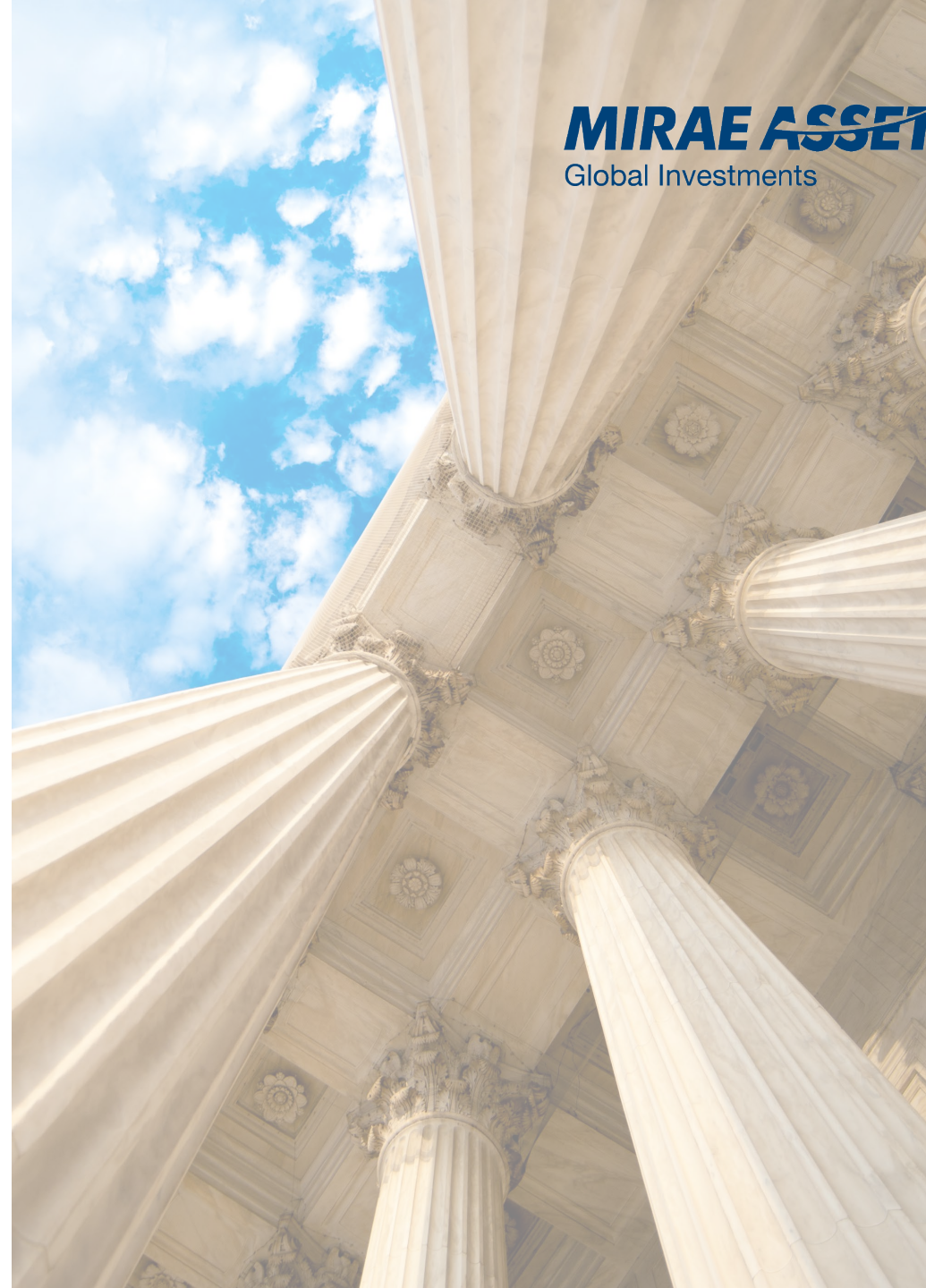
Remuneration Policy

Mirae Asset Global Investments (Hong Kong) Limited



Introduction

Mirae Asset Global Investments (Hong Kong) Limited (the “Company”) strives to ensure fair and equal treatment of all employees regardless of gender, age, race, disability and family status. The Company operates in an inclusive and motivated working culture to retain and attract talents with relevant skills, knowledge and expertise for the Company.



Remuneration Policy

Objectives

The Remuneration Policy sets out the Company's remuneration structure for base salary and bonus, as well as processes that promote sound and effective risk management.

Scope

The Remuneration Policy is applicable to all employees of the Company.

Remuneration Policy

Remuneration Structure

The Company considers the role, responsibilities, seniority, activities, and performances of employees when determining remuneration. The Company also considers and balances an employee's remuneration based on base salary and bonus.

Remuneration Policy

Base Salary

The primary factor for determining an employee's base salary is based on the individual's skills 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 other financial institutions in Hong Kong.

Base salary is proposed by Human Resources (HR), concurred by the Chief Operating Officer and approved by the Chief Executive Officer for new recruits.

Base salary is reviewed annually with reference to peer companies of similar scale. Adjustments to base salaries are recommended by the HR Committee and approved by the Chairman of the HR Committee.



Remuneration Policy

Bonus

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

The Company shall implement various bonus schemes as necessary.

The Company has no plans to offer shares or share-linked instruments to employees. Rather, the Company offers cash-based bonus to employees as an incentive award.



Environmental, Social and Governance (ESG) Considerations

Considering ESG is a key initiative as part of the Company's business strategy, the Company incorporates the following ESG factors in our remuneration practice:



The development and launch of ESG-related products has been set as one of the Company's key business strategies, and hence also one of the key performance indicators for relevant employees and executives.



During annual remuneration review, the HR Committee will carry out a separate analysis on gender pay gap and adjustments will be decided and implemented if necessary.



Long-term performance has been set as a key remuneration indicator: the HR Committee will carry out annual reviews based on a 3-Year performance history and utilize more long-term incentive plans for the remuneration of both employees and executives.

Policy Review and Updates

The Remuneration Policy is subject to review at least annually by the HR Committee.

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The Company's Prospectus and the KIIDs can be obtained from www.am.miraeasset.eu/fund-literature. The Prospectus is available in English, French, German, and Danish, while the KIIDs are available in one of the official languages of each of the EU Member States into which each sub-fund has been notified for marketing under the Directive 2009/65/EC (the "UCITS Directive"). Please refer to the Prospectus and the KIID before making any final investment decisions.

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