WYSS & PARTNER

Remuneration Principles

Wyss & Partner has established internal remuneration principles that are applied to the compensation of its own employees. Members of the Board of Directors of Wyss & Partner are also deemed to be employees within the meaning of this policy.

Wyss & Partner thus meets the regulatory requirements in Switzerland as well as in the EU or EEA and also the special interest of clients and investors.

Wyss & Partner's remuneration policy is regulated in an internal directive, which aims to ensure a sustainable remuneration system while avoiding false incentives to take excessive risks. The remuneration principles are reviewed at least once a year for their appropriateness and effectiveness and adjusted accordingly where necessary.

The following summarizes these principles and demonstrates their effectiveness.

- Wyss & Partner has issued an internal guideline for the implementation of the remuneration principles, which aims to achieve a balanced relationship between fixed and any variable remuneration components in the compensation of its own employees. The main purpose of this guideline is to define a reasonable compensation basis for the company's own employees without motivating them to take on increased risks.
- The remuneration principles are an essential factor in risk management, as an effective remuneration policy can avoid incentives that are not in line with the risk profiles, or the constituent documents of the client funds and investment funds managed.
- The remuneration principles are also an essential factor in avoiding conflicts of interest, as an effective remuneration system can avoid conflicts of interest between Wyss & Partner, their managed client funds, and investment funds, and particularly the investors.
- The remuneration system is structured in such a way that the long-term corporate goals, but also the sustainability principles, are in line with the compensation of employees.

Wyss & Partner, 22.10.2026