

Aztec AIFM Remuneration Policy

Aztec AIFM has developed and implemented a remuneration policy that is fully aligned with principles of robust governance, prudent risk management, and the long-term interests of the funds it manages and their investors. The policy aims to ensure that all remuneration arrangements support effective risk management, discourage excessive or inappropriate risk-taking, and avoid conflicts of interest that could compromise the AIFM's obligation to act in its clients' best interests.

Aztec AIFM's remuneration framework complies with all relevant regulatory requirements and maintains a balanced structure between fixed and variable pay. Variable remuneration is awarded proportionately based on performance and is subject to risk-adjusted performance measures, ensuring that it does not encourage risk-taking that is misaligned with the AIFM's risk profile, the funds' investment strategies, or their regulatory and constitutional obligations.

The policy also establishes strong governance arrangements, including oversight by the Board of Directors and relevant governance committees, as relevant, to guarantee that remuneration practices remain fair, transparent, and consistent with Aztec AIFM's strategic goals. To ensure ongoing compliance with regulatory developments and market standards, the remuneration policy is reviewed and updated regularly in accordance with recognised best practice.

A summary of Aztec AIFM's Remuneration Policy, including details on how remuneration and benefits are determined, is available on request. Investors seeking further information may contact Aztec AIFM at aifm@aztecgroupp.eu