

## Remuneration Policy Overview

### Theta Enhanced Asset Management (“TEAM Jersey”) Limited

#### Introduction and Overview

This is a summary of the Remuneration Policy (the “Policy”) for TEAM Jersey.

TEAM Jersey is a fund management company and therefore subject to the remuneration requirements as prescribed by UCITS V, specifically certain provisions of the EU Sustainable Finance Disclosure Regulation (SFDR), as implemented by local rules. No remuneration shall be paid through vehicles or methods that facilitate the avoidance of the requirements of any applicable regulation or code.

The aim of the Policy is to ensure that TEAM Limited has a risk-focused approach to remuneration in line with the business strategy, objectives, values and interests of TEAM Jersey and the UCITS it manages.

The Policy may also apply to other third-party entities to which TEAM Jersey has delegated investment management responsibilities of the UCITS (“Delegates”). Such Delegates will only need to apply the Policy where they are not already subject to remuneration rules that are equally as effective as the UCITS remuneration requirements, and where to apply the Policy to such entities is considered (in the opinion of senior management) to be proportionate in the context of TEAM Jersey’s and the Delegate’s size, internal organisation and the nature, scope and complexity of its activities.

#### How TEAM Jersey’s Remuneration Benefits are Calculated

In order to promote effective risk management behaviours, TEAM Jersey will:

- Assess both the financial and non-financial performance of its employees.
- Take into account, where relevant, the position and interests of the UCITS it manages.
- Award bonus payments with regard to TEAM Jersey, department and individual performance.
- Set salaries at levels that allow TEAM Jersey to operate a fully flexible bonus policy, and
- Set salaries and benefits taking into account market influences and market rate for the role.

Discretionary bonuses are awarded in line with TEAM Jersey’s business strategy and the long-term goals of TEAM Jersey and take into account the performance of the individual, the business unit and TEAM Jersey overall, as well as, where relevant, the performance of the UCITS and their investment risks. Bonuses are awarded in a manner which promotes sound risk management and do not encourage excessive risk-taking. Where relevant, they are paid over a period so as to reflect the long-term performance of TEAM Jersey or, where relevant, the UCITS.

Bonus awards are determined annually in respect of the full twelve-month period. Certain employees may, in addition to cash, receive restricted stock units of TEAM plc through a TEAM plc Equity Incentive Plan. Both receipt of cash, shares and other units may be subject to a multi-year vesting schedule (under which awards may be forfeited and/or clawed back) and restrictive covenants in accordance with the deferral policy agreed from time to time.

## Responsibility for Awarding Remuneration and Benefits

Compensation at TEAM Jersey is set by the TEAM Jersey Board, under the oversight of the TEAM plc Remuneration Committee.

The detail of the compensation to be paid to employees of TEAM Jersey is overseen by the HR function, with support from the compliance team.

Both the Group Remuneration Committee and the HR function are aware of the requirement to ensure that remuneration arrangements are structured in such a way as to avoid conflicts of interest between employees and TEAM Jersey, TEAM plc, the clients, and any UCITS funds, and the processes in place to determine compensation across the companies are structured with this in mind.

As at 9 March 2021.