GATEWAY
fund services

Remuneration Policy

14 August 2025



This document provides a summary of the Firm's Remuneration Policy.

The entire Remuneration Policy is available upon request at our registered office – 56 Fitzwilliam Square North, Dublin, D02 X224, Ireland or by emailing gateway@gfsmanco.com.

Gateway Fund Services Limited (the Firm) operates a simple and transparent remuneration structure, that considers the interests of key stakeholders such as investors, employees, and shareholders.

Remuneration is divided into either fixed remuneration (payments or benefits without consideration of any performance criteria) and variable remuneration (additional payments or benefits depending on performance or, in certain cases, other contractual criteria).

The design of our variable remuneration awards supports the execution of our strategy and encourages us to operate the business in a sustainable manner.

Awards consider our business performance, individual achievements, our progress towards achieving our sustainability goals, and an assessment of how we have reduced or mitigated sustainability risks.

We ensure that the fixed and variable components of our remuneration are appropriately balanced and because our fixed component represents a sufficiently high proportion of the total remuneration, our policy is sufficiently flexible to allow us to adjust and/or remove the variable component, where we deem this appropriate, relative to our business, financial, and sustainable performance.

Our remuneration practices:

- Are consistent with and promote sound and effective risk management,
- Do not encourage risk taking that is inconsistent with the risk profiles, rules, or instruments of incorporation of the Funds managed by us,
- Do not impair compliance with our duty to act in the best interest of the Funds we manage,
- Are aligned to our business strategy, values, and interests and those of the Funds we manage and of the investors in those Funds,
- Include measures to avoid conflicts of interest,
- Enable us to achieve and maintain a sound financial situation, and
- Include an assessment of how much progress we have made in achieving our sustainability goals and in mitigating our sustainability risks.

When delegating investment management functions (including risk management in certain instances), we ensure that:

- Delegated entities are subject to regulatory requirements on remuneration as effective as those set out in UCITS and AIFMD regulations, or
- Delegate contractual arrangements cover payments made to identified staff of the delegate.

We ensure that the remuneration level of staff in the control functions allows us to employ qualified and experienced staff.

Where control functions receive variable remuneration, it is based on function-specific objectives and is not determined solely by our company-wide performance criteria. In all cases, variable remuneration for control staff is set to ensure that their independence is not compromised and that conflicts of interest are avoided.

Control functions mean staff (other than senior management) responsible for risk management, compliance, internal audit, and finance.

It is the responsibility of non-executive Board members to:

- Adopt sound remuneration principles,
- Review those principles annually,
- Oversee the implementation of the principles,
- Approve the remuneration policy, and
- Ensure sight of documentation on remuneration decision-making, the determination of identified staff, and the measures used to avoid conflicts of interest.