



Asia Green Real Estate AG

SFDR Remuneration Disclosure

June 2024

I. Introduction

The primary investment objective of Asia Green Real Estate AG (“Asia Green” or the “Investment Manager”) is to invest in sustainable real estate projects in Asia. By combining rigorous investment discipline with exceptional local execution capabilities, Asia Green aims to achieve solid financial performance and outstanding sustainability outcomes throughout the entire lifecycle of its buildings and portfolios. Sustainable investment objectives are one of the cornerstones of the Investment Manager’s mission and vision and an integral part of its investment processes.

II. SFDR Remuneration Disclosure

The remuneration policy outlines Asia Green’s remuneration structure, designed to ensure the attainment of the company’s sustainability investment objectives that are reflected in the company’s key performance indicators, ensuring that the investment properties meet environmental objectives.

The remuneration structure of each member of the personnel of the Investment Manager comprises fixed and variable components. The Investment Manager shall pay a fixed salary, typically in monthly installments, to its members of the management and employees in line with the market practice. The variable component of every employee that is not in the management board is determined on the basis of the personal performance, assessed at least annually based on individual financial and non-financial criteria that are defined in the employee’s goals and performance metrics.

These performance metrics incorporate key sustainability indicators that reflect the contributions of the ESG criteria on the overall firm and managed funds, and compliance with ESG standard for every employee of Asia Green Real Estate. This aspect helps align the incentives of the employees with the overall sustainability goal of the Company and ensure that compliance with ESG regulation and integration of sustainability risk are spread across all areas and decision levels of the Company.

III. Coverage of the Policy

The Policy applies to all employees of Asia Green Real Estate group of companies and applies to all investment projects of Asia Green S.A. SIF-SICAV (the “Fund”), managed by Asia Green. In case of any policy related issues, Asia Green is committed to working actively with the managers of these ventures and / or joint ventures to resolve the issues in the most effective manner.

IV. Implementation Mechanisms

The Board of Directors of Asia Green is responsible for ensuring adherence to the above commitments and management of individual entities within Asia Green Real Estate group bears responsibility for overseeing implementation.

V. Review

The disclosure at hand is subject to annual review and, if necessary, update by the Sustainability Team of Asia Green in line with the updates to the Company's remuneration policy. If no update is needed, the policy will be applied consistently over time. Where an update of the Policy is required, the formal approval of the management of Asia Green is necessary.