

BELLEVUE ASSET MANAGEMENT (UK) LTD
REMUNERATION DISCLOSURE
FOR THE YEAR ENDED 31 DECEMBER 2021

The Firm is subject to the AIFMD Remuneration Code ("the Code"). On account of its size, nature of activities conducted and other characteristics, the Firm has applied proportionality and, where relevant, has dis-applied various provisions of the Code.

Given the nature and small size of the Firm, remuneration for all employees is set by the directors of the Firm in conjunction with the Remuneration Committee of its ultimate parent company.

The Firm formally reviews the performance of all employees and based thereon determines each employee's overall level of remuneration and the split of that between fixed and variable remuneration.

The Firm engages in a single business area, investment management. The aggregate remuneration earned by all Code Staff in the year to 31 December 2021 was £2.2 million of which £1.2 million is variable remuneration. Of the variable remuneration, £0.3 million is subject to deferral provisions. In total, 6 individuals were deemed to be Code Staff.