

## Remuneration System Finance in Motion GmbH

The compensation of employees consists of a fixed and a variable component.

All employees are classified based on their positions in a hierarchical position plan. Salary bands for the fixed component are associated with the individual position levels. The fixed remuneration is market-driven and based on the level of responsibility as well as the particular requirements of the position. The fixed annual remuneration is paid in 12 equal monthly installments.

If applicable, the fixed annual remuneration is examined and adjusted on an annual basis in a comprehensive evaluation process.

Finance in Motion does not guarantee variable remuneration. In order to reward individual performance on top of the fixed pay, employees may receive variable compensation (bonus) on yearly basis. For this purpose, individual target agreements for the employee and departmental objectives are defined at the beginning of the assessment year. The amount of the variable remuneration is determined based on the individual's performance, the achievement of departmental objectives and the success of the company; which on his part receives fund-related performance bonuses for its financial services. The compensation payment is usually done with the April payroll. The variable remuneration is explained in detail in the FiM Policy "Annual Performance Bonus Program" (05.09.2016). In addition, selected employees may participate in a bonus scheme based on profit before taxes which disburses virtual profit shares for a period of three years.

The total amount of variable remuneration is part of the yearly budget planning process and already takes into account in the budget of the respective year as well as in the multi-year financial forecast. The amount consists of the average value of the previous years as well as future expectations. The final bonus decision reflects the respective budget, the development of the given financial year as well as the economical capacity of the company, and in particular the sustainability of the determined estimated financial results. It is also considered that the decision is in accordance with the multi-year capital plan and the operational result of Finance in Motion, as well as the continued guarantee of capital adequacy and liquidity. In addition, for the payment of the variable remuneration the combined buffer requirements in accordance with §10i of the "Kreditwesengesetz" are taken into account.

The remuneration of the Managing Directors comprises a fixed salary, paid in 12 equal monthly installments. The annual remuneration is not adjusted in regular intervals, but each proposal is decided case by case by the board approved by the supervisory board. At present, a variable compensation is not provided to Managing Directors.

The involvement of external consultants and stakeholders has not taken place and is not considered for the future.

The compensation system was approved by the Board of Directors of Finance in Motion GmbH in its meeting on 10 February 2016. In addition, the Management provided the Supervisory Board the information right on the compensation system at any time.

Frankfurt am Main, 27 February 2017

## Disclosure of compensation ratios according to InstitutsVergV

The disclosure according to §16 InstitutsVergV includes the compensation for all employees in the year 2016.

<b>In EUR thousands</b>	<b>Location Frankfurt/Main</b>	<b>Local Representative Offices</b>	<b>Total</b>
<b>Total Compensation 2016</b>	8.356	2.753	11.109
<b>Thereof fixed compensation</b>	7.438	2.510	9.948
<b>Thereof variable compensation for 2015 (paid 04/2016)</b>	918	243	1.161
<b>Number of beneficiaries in 2016</b>	80	46	126