

MEMO AIFM

Brussels, 6 April 2016

Please find below the relevant information linked to the AIFM regulatory framework for Degroof Petercam Asset Management Belgium and Degroof Petercam Asset Services Luxembourg

**Belgium**

	Management board	
	Payment 2015	Deferred
Number of people	5.5	1.0
Base Salary	1,756,892	
Variable Remuneration	270,386	72,500
Pensions	167,469	
Other	223,280	

	Other Professionals with AIFM Impact	
	Payment 2015	Deferred
	9.0	9.0
	725,844	
	212,557	212,557
	83,593	
	48,654	

**Luxembourg(\*)**

	Management Board	
	Payment 2015	Deferred
Number of people	2.5	2.5
Base Salary	277,509	
Variable Remuneration	69,639	69,639
Pensions	18,815	
Other	86,797	

Variable remuneration: For professionals with AIFM Impact, payment of variable remuneration in 2014 = 50% of total variable remuneration. 20% will be paid end of 2016, 15% end of 2017 & 2018.

(\*) The information provided for Luxembourg is related to Petercam Institutional Asset Management (Luxembourg) S.A. (now Degroof Petercam Asset Services)