

AIFM & UCITS Remuneration

Brussels, 29 June 2017

Please find below the relevant information linked to the AIFM (Alternative Investment Fund Manager) regulatory framework and UCITS (Undertakings for Collective Investment Schemes) for **Degroof Petercam Asset Management Belgium** (abridged DPAM)

Belgium

	Management board		Other Professionals with AIFM Impact		TOTAL (*)
	Payment 2016	Deferred	Payment 2016	Deferred	
Number of people	8	2	9	9	17
Base Salary	1,619,167.00	170,121.92	745,186.74		2,364,354.00
Variable Remuneration	435,389.00	72,500.00	215,217.00	215,217.00	650,606.00
Pensions	171,294.00		85,743.19		257,037.00
Other	75,816.00		48,654.00		124,470.00

Compensation and benefits have been calculated in accordance with the "Remuneration policy for identified staff" dated March 2017.

This policy can be found on the website <https://www.degroofpetercam.be/en/institutional-asset-management>

The Board of Directors of DPAM confirms that the remuneration policy has been implemented in accordance with the procedures adopted.

(*) The data contained under "Deferred" are not included in total