**Remuneration policy of Triple Jump**

The aim of this policy is to enable Triple Jump to retain and recruit highly qualified staff and other employees, as well as to the have the development of employees and the development of the company run parallel as much as possible. These Provisions consist of general principles and specific rules that are intended to promote sound and effective risk management, building on Triple Jump's responsibility towards clients, investees, employees, society, shareholders and other stakeholders.

With effect from 1 January 2014, the Capital Requirements Directive III (CDR III) is replaced by the Capital Requirements Directive IV (CDR IV). In the Netherlands, CRD IV has been implemented in the Dutch regulation on Sound Remuneration Policies pursuant to the Financial Supervision Act 2014 (the *Regeling beheerst beloningsbeleid Wft 2014 – Rbb 2014*), in force from 1 August 2014. The Rbb 2014 replaces the Rbb 2011.

Many of the specific requirements under CRD IV apply to Identified Staff[1] including the Management Board. Triple Jump has implemented the remuneration principles under CRD IV and the Rbb 2014 in its remuneration policy and has taken measures to comply with these requirements.

In addition, the Dutch Law on Remuneration Policies of Financial Undertakings (d*e Wet beloningsbeleid financiele ondernemingen; Wbfo*), has been enacted with effect from 7 February 2015. This new legislation introduces, amongst others, caps on variable remuneration applicable to all employees. Triple Jump has taken measures to implement the legislative requirements in its remuneration policies.

Triple Jump finds it important to have a remuneration policy that is in line with its business strategy, objectives, values and interests. Therefore, Triple Jump's remuneration policy meets the following requirements:

- Is consistent with and promotes integrity and soundness of the company taking into account the interests of customers and other stakeholders;
- Does not encourage risk-taking;
- Includes measures to avoid conflicts of interest;

[1] Employees that could potentially have a significant impact on the Company's risk profile.

- Ensures that staff engaged in control functions are compensated in accordance with the achievement of the objectives linked to their functions, independent of the performance of the business areas they control;
- Appropriately balances fixed and variable components of the total remuneration. And the fixed component represents a sufficiently high proportion of the total remuneration to allow the operation of a fully flexible policy, including the possibility of not paying the variable remuneration component.
- There is no guaranteed variable remuneration;
- Where remuneration is performance related, the total amount of remuneration is based on a combination of the assessment of the performance of the individual and of the business unit or investment fund concerned and of the overall results, and when assessing individual performance, financial as well as non-financial criteria are taken into account.

Due to the size of Triple Jump, there is no separate management body for the supervisory functions and there is no remuneration committee. Any remuneration shall be made on a discretionary basis by the Management Board requiring unanimous consent, in accordance with a pre-agreed methodology and following consultation with the Supervisory Board.

The remuneration structure of Triple Jump consists of a fixed and a variable component:

***Fixed remuneration***

Triple Jump composes salaries for its employees that are market conform.  All employees, including Identified Staff have a fixed remuneration that represent a sufficiently high proportion of the total remuneration that is determined in accordance to the respective level of expertise, skills and responsibility range required for fulfilling a specific job in a business unit and region.

***Variable remuneration***

All Triple Jump employees including Identified Staff may receive a variable remuneration. This variable remuneration amounts to a total maximum of 20% of the annual gross salary per employee and is allocated based on the following criteria and to the extent which the Company goals have been reached.

a) Social indicators:
    - Outreach of small entrepreneurs (amount);
    - Number of jobs sustained or created by investees;
    - Percentage of investees that endorse Client Protection Principles;

- Percentage of woman among investees.

b) Financial indicators:

- Portfolio under management;
- Net increase provisioning in the overall portfolio;
- Gross profit on average AuM;
- Efficiency cost level with respect to average portfolio.

In general, the ability to award variable remuneration will depend on the overall Triple Jump, relevant team and individual performance and meeting return on equity requirements.

The Management Board is responsible for setting the remuneration policy, which is approved by the Supervisory Board. The Compliance Officer will periodically review the policy to assure it is in line with market practice and in compliance with laws and regulations.

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