

## ITEM 7 OF THE OGM AGENDA

### **Approval of the general limits of all additional remunerations set for the members of the Board of Directors and the general limits of the directors' remuneration.**

OGM deciding the general limits of all additional remunerations for the members of the Board and the general limits of directors' remunerations is a requisite of the Law 31/1990 on trading companies (Art. 153<sup>^</sup>18 par. 2).

The level of remuneration for the administrators and directors of the company has to be correlated with company size, with the nature and complexity of activities and responsibilities carried out, and not least, to the level of remuneration in the sector.

Moreover, the remuneration should promote the long-term sustainability of the company, in line with the business strategy, objectives, values and long-term interests of company. To achieve this goal, it is necessary to align the remuneration regime of the company to the remuneration policies and practices in the financial investment sector.

The Ordinary General Meeting of Shareholders held on April 26, 2016, approved the general limits of all additional remunerations for the members of the Board of Directors to 0.3% of the average annual net asset value, and the general limits of the directors' remuneration to 0.14% of the average annual net asset value.

The Board of Directors submits for the approval of the general meeting of shareholders maintaining the general limits of all additional remunerations for the members of the Board of Directors to 0.3% of the average annual net asset value and the general limits of the directors' remuneration to 0.14% of the average annual net asset value.

RESOLUTION SUBMITTED FOR THE APPROVAL OF OGM at item 7 of the agenda  
– proposed by the Board of Directors

Approval of the general limits of all additional remunerations set for the members of the Board of Directors to 0.3% of the average annual net asset value and the general limits of the directors' remuneration to 0.14% of the average annual net asset value.