

		Date: 17/02/2016
	Description of the remuneration policy	

Preamble

MC Square (the “Company”) is a public limited company governed by the laws of the Grand Duchy of Luxembourg.

MC Square is supervised by the *Commission de Surveillance du Secteur Financier* (“CSSF”) as a management company governed by chapter 15 of the law of 17 December 2010 relating to Undertakings for Collective Investments (the “2010 Law”).

Article 14 (b) of Directive 2014/91/EU of 23 July 2014 amending Directive 2009/65/EC on the coordination of laws, regulations and administrative provisions relating to undertakings for collective investment in transferable securities (UCITS) as regards depositary functions, remuneration policies and sanctions provides that in paragraph 4, the following paragraph is added:

“Key investor information shall also include a statement to the effect that the details of the up-to-date remuneration policy, including, but not limited to, a description of how remuneration and benefits are calculated, the identity of persons responsible for awarding the remuneration and benefits including the composition of the remuneration committee, where such a committee exists, are available by means of a website – including a reference to that website – and that a paper copy will be made available free of charge upon request”.

In accordance with the above provisions, the present document which is available on the Company’s website www.mcsquare.lu aims at describing how remuneration and benefits are calculated and the identity of persons responsible for awarding the remuneration and benefits.

Given the application of the proportionality principle, no remuneration committee exists at this stage.

1. Description of the calculation method of the remuneration and benefits and the persons responsible for awarding the remuneration and benefits

The board of directors of the Company is responsible for determining the remuneration of the members of the Company. The remuneration of the directors who are not in charge of the day to day management of the Company or who represent the employees, shall not be linked with the results of the Company on a short term basis. They shall take into account other criteria like the time dedicated to their functions and their respective responsibilities.

The remuneration of the employees having a significant influence on the risk profile of the Company is composed of a fixed part and of a variable part. The fixed part is determined according to the seniority of the employee within the Company, his competences, his professional experience, his qualifications and implication in the tasks he is responsible for. The variable part remunerates the quantitative and qualitative realizations measured in combining the evaluation of the performance of the employee compared to his objectives and to the objectives of his department. The variable part takes as well into account the benefits of the Company, the global economic situation and the market conditions.

The board of directors of the Company is as well responsible for determining the general principles governing the remuneration policy of the Company and for taking care of its implementation. The board of directors of the Company shall approve the remuneration policy determined by the management committee.