



Remuneration Policy – Public Statement

DPRG IM Ltd has adopted and maintains a Remuneration Policy in accordance with the requirements of the Investment Services and Activities and Regulated Markets Law of 2017 (Law 87(I)/2017), the Prudential Supervision of Investment Firms Law (Law 165(I)/2021), Directive DI87-01, and relevant CySEC Circulars, including C031, C138, and C355, as well as EU Regulations 565/2017 and 2019/2033 (IFR).

The Remuneration Policy is designed to promote sound and effective risk management and does not encourage excessive risk-taking that could jeopardise the Company's integrity, financial soundness, or clients' interests. It ensures that remuneration practices are aligned with the Company's risk profile, long-term strategic goals, and regulatory obligations, while fostering a strong culture of compliance and ethical conduct.

The Policy is proportionate to the Company's internal organisation and the nature, scale, and complexity of its activities. It applies to all relevant staff whose professional activities have a material impact on the Company's risk profile, including directors, risk takers, and control function personnel.

The Remuneration Policy includes both fixed and variable components of remuneration and is reviewed at least annually by the Board of Directors, with the involvement of the Compliance and Risk Management functions. It forms an integral part of the Company's internal governance, risk management, and AML framework, supporting the principles of fairness, transparency, and long-term sustainability.