

## **Data on the remuneration system for the 2025 financial year**

### **in accordance with the InstitutsVergV for Lupus alpha Asset Management AG**

With an average of 94 employees and three members of the Management Board, we are a medium-sized company. The balance sheet total of the last approved annual financial statements as of December 31, 2025 amounts to EUR 25.30 million.

Our total personnel compensation (in accordance with P&L), including social security contributions and company pension schemes, amounted to EUR 13.42 million. The share of fixed compensation components was 69.23%, the share of variable compensation components was 30.77%. 96 employees received variable remuneration.

### **in accordance with AIFMD for Lupus alpha Investment GmbH**

Our total personnel remuneration (in accordance with P&L) including social security contributions and company pension schemes amounted to EUR 6.36 million. The share of fixed compensation components was 70.23%, the share of variable compensation components was 29.77%. 96 employees received variable remuneration. The total amount of remuneration paid to Risk Taker in the past financial year amounted to EUR 1.26 million.