



## Remuneration Policy for Coeli Frontier Markets AB

Chapter 2, Section 1 of the Swedish Financial Supervisory Authority's regulations (FFFS 2011:1) relating to remuneration systems in credit institutions, securities companies and fund management companies with permits for discretionary portfolio management ("Regulation 2011:1") states that a portfolio management Company is required to have a documented remuneration policy. The remuneration policy comprises the foundations and principles of how remuneration shall be determined, implemented and monitored and how the Company defines employees whose duties have a material impact on the Company's risk profile, so called specially regulated staff or identified staff.

In the light of the above mentioned, Coeli Frontier Markets AB (the "Company") has adopted a remuneration policy (the "Policy") with the purpose to ensure that the Company has a remuneration system that is adapted in order to fulfill the Company's strategy, goals and values.

The Policy shall:

- Be consistent with the Company's business strategy, goals, values and interests;
- Not encourage excessive risk-taking in relation to the limitations resulting from risk profiles, fund regulations, articles of association or equivalent regulations for Coeli Frontier's portfolio managers;
- Enable the Company to align the interests of the funds and unit holders with the interests of the staff who manage the funds, as well as achieve and maintain a good financial situation;
- Specify the actions to be taken to deal with the conflicts of interest that may arise due to the Company's compensations system.

The Policy will be obtained on request.