

## Concept

ACATIS Fair Value Investment AG (established in 2003, registered office: Walzenhausen in Switzerland) is a Swiss asset manager and sustainability advisor to the ACATIS Fair Value funds. As a partner company of Aquila AG, we are regulated by the Swiss financial services regulator FINMA. We stand for financial stability, because it forms an important basis for achieving the social and societal policy objectives of our company. Every year, ACATIS Fair Value Investment AG donates 10% of its profits to social and ecological projects, with a special focus on regional climate protection projects and education.

ACATIS Fair Value Investment AG, which is certified through my.climate.com, has been climate-neutral since 2021. Moreover, all ACATIS Fair Value funds have also been climate-neutral since 2022 - a milestone in the investment industry.

Since 2009, ACATIS Fair Value has focused solely on sustainable investments and asset management, and it has developed a unique investment process that combines sustainability with value investing. This sustainability approach is consistently implemented in the ACATIS Fair Value funds and continuously enhanced. In 2019, we were one of the first providers in the market to adopt the 17 sustainable development targets of the UN as an active filter. As a seal pioneer, we have supported the German FNG Seal since 2016, and all ACATIS Fair Value funds have been certified with the FNG Seal since that time.

As of 2020, the voting rights for all ACATIS Fair Value funds have been exercised through our financial investment management companies and our partner ISS Research in accordance with the specified sustainability directive (SRI). Moreover, we are actively engaged in our portfolio companies and also cooperate with other providers in the investment industry to address sustainability aspects at large companies.

## Employees

Our employees shape the quality of our products and services; they identify with their mission and they work as part of a team. They are respected and they also practice respect as part of their work. Conflicts are addressed with fairness and on a level playing field, and they are viewed as opportunities for improvement.

We offer flexible working hour models, and we are also equipped to offer work-from-home options, which are utilised. This is particularly reflected in the high proportion of female employees. We actively utilise various conference systems to reduce business travel and adapt to customer requirements. Our sales staff is instructed to travel by train - an option that is also supported financially. The use of other modes of transportation is swiftly converted to CO2 neutrality.

Employees have access to a wide range of professional development options. We also use the personalised educational services offered by FNG, SSF, PRI, BVI, Aquila AG and other providers, and important insights are passed on to the teams. Both digital and in-person options are made available. ACATIS Fair Value Investment AG only manages sustainable investment funds and mandates. The incentive structure for ACATIS employees is synchronised with the interests of the clients. Salaries consist of a fixed portion and variable compensation portions. The variable compensation, which serves as a motivational element, makes an important contribution to achieving the business objectives. Customer satisfaction is an integral part of the variable compensation. Employees receive a portion of the increased portfolio-based income, which the company generates from the sustainability funds. The measurement basis for the employees is mostly identical, with specific claims based on the number of years with the company and (possibly) regional focus areas. The bonus amount may be zero, with unlimited upside potential. The Managing Directors are part of this variable compensation provision. The salaries for the Managing Directors are consistent with market standards and the situation of the institution.

### **Clients**

ACATIS Fair Value Investment AG manages asset management mandates and supports institutional clients. We aim for long-term client relationships. We are always available to our clients, even during times of crisis. We employ a customer-oriented approach, and customer inquiries are processed swiftly and thoroughly. We monitor customer complaints and conduct regular customer satisfaction reviews. Through the Investment Report Sustainability, we provide our clients with regular and transparent information about changes to the portfolios and the reasons for these changes, as well as important sustainability-related changes. We also offer regular customer events (e.g. Sustainable Investment Dialogue), which provide detailed information about the further development of our sustainability approach and current issues in the sustainability sector.

### **Product Partners**

We only collaborate with product partners that have an unblemished reputation and extensive expertise in their field, and that respect our sustainability criteria and take them into account accordingly.