

**Attachment 1 - The rules for paying variable remuneration components in the case of employees covered by the Procedure, whose value of annual variable remuneration does not exceed PLN 425 000.**

1. The amount of and the decision on a possible deferral of the payment of variable remuneration are subject to differentiation depending on the amount granted:

<b>Amount of annual variable remuneration granted</b>	<b>Percent subject to deferral</b>	<b>Guaranteed part of the annual variable remuneration not subject to deferral</b>	<b>The period for which the payment is distributed (equal parts)</b>
< PLN 425 000	0%	-	-
PLN 425 000 – 1 700 000	40%	PLN 425 000	3 years
PLN 1 700 000 – 2 550 000	50%	PLN 1 020 000	3 years
≥ PLN 2 550 000	60%	PLN 1 275 000	3 years

\* the above brackets do not apply to deferred payment of variable remuneration components in the amount of <PLN 64,000. Below this amount, the deferral is not effective and the variable components of remuneration are payable in full.

2. The payment of individual parts of deferred variable remuneration depends on meeting the following conditions: positive financial results of the group, absence of employee's behaviour which generates risk during the deferred period, and employment as of the date of payment of variable remuneration components. Failure to meet these conditions may result in reduction or withholding of payment of deferred variable remuneration.

3. Criteria for paying variable remuneration components:

<b>Title</b>		<b>Quantitative criterion</b>	<b>Qualitative criterion</b>
Asset management	<b>Risk-weighted fund result</b>	<ul style="list-style-type: none"> <li>• IR/Sharpe for 1,3,5 years</li> <li>• Gross/net result of managed funds for the period of 1 and 3 years</li> <li>• Investment results of managed funds against the competition</li> <li>• Net inflows</li> <li>• Management fee</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with the principles of risk management, compliance supervision and legal risk</li> <li>• Quality management</li> <li>• Innovation / product development</li> <li>• Cooperation / Best practices sharing</li> <li>• Engagement</li> </ul>
Sales	<b>Net inflows and profitability, taking into account the interest of clients</b>	<ul style="list-style-type: none"> <li>• Net inflows (achievement of SAP goals) gross inflows</li> <li>• Return on newly created assets</li> <li>• Market share</li> </ul>	<ul style="list-style-type: none"> <li>• Recognition of the interests of both Amundi and clients</li> <li>• Security arrangement / Business development</li> <li>• Customer satisfaction</li> <li>• Quality management</li> <li>• Cross-cutting approach and exchange of best practices</li> <li>• Spirit of entrepreneurship</li> </ul>
Control	<b>Project management</b>	<ul style="list-style-type: none"> <li>• Depending on the projects carried out and</li> </ul>	<ul style="list-style-type: none"> <li>• Depending on the projects carried out and the goals</li> </ul>

	<b>and achievement of individual goals, regardless of the results of controlled business units</b>	<p>the goals set</p> <ul style="list-style-type: none"> <li>• Cost management / optimization</li> </ul>	<p>set</p> <ul style="list-style-type: none"> <li>• Control quality</li> <li>• Compliance with regulations and recognition of clients' interests</li> <li>• Quality management</li> <li>• Co-operation / exchange of best practices</li> </ul>
Support	<b>Project management and achievement of individual goals</b>	<ul style="list-style-type: none"> <li>• Depending on the projects carried out and the goals set</li> <li>• Cost management / optimization</li> </ul>	<ul style="list-style-type: none"> <li>• Depending on the projects carried out and the goals set</li> <li>• Quality of customer service and support provided to the entire team</li> <li>• Improvement of the company's efficiency, contribution to its development</li> <li>• Quality management</li> <li>• Co-operation / exchange of best practices</li> </ul>

**Attachment 2 - The rules for paying variable remuneration components in the case of employees covered by the Procedure, whose value of annual variable remuneration exceeds PLN 425 000.**

1. The amount and a possible deferral of the payment of variable remuneration are subject to differentiation depending on the amount granted:

<b>Amount of annual variable remuneration granted</b>	<b>Percent subject to deferral</b>	<b>Guaranteed part of the annual variable remuneration not subject to deferral</b>	<b>Period for which the payment is distributed (equal parts)</b>
< PLN 425 000	0%	-	-
PLN 425 000 – 2 550 000	50%	-	3 years
≥ PLN 2 550 000	60%	PLN 1 275 000	3 years

2. The payment of individual parts of deferred variable remuneration depends on meeting the following conditions: positive financial results of the group, absence of employee's behaviour which generates risk, and employment as of the date of payment of variable remuneration components. Failure to meet these conditions may result in reduction or withholding of payment of deferred variable remuneration.

3. The deferred portion of variable remuneration is indexed depending on the investment performance of the representative "basket of funds".

The indexation of the "basket of funds" will be carried out by measuring the relative and absolute rate of return of individual components of the "basket of funds" depending on the type of funds managed (benchmark or not). The results (including indexation) for the "basket of funds" are calculated as the weighted average of the performance of its components.

The employees subject to these provisions of the Procedure are required to refrain from adopting hedge strategies against instruments that constitute of the deferred part of variable remuneration.

4. Monitoring of risk-generating behaviours: monitoring of compliance with limits and conduct in accordance with the applicable laws and internal regulations is subject to annual assessment by appropriate control functions (Remuneration Risk Committee within Amundi BSC General Secretary and the local Risk and Compliance Committee).

**Attachment 3 - Summary of rules regarding the payment of variable remuneration components**

	Application	Deferral	Deferred period	Indexation	Condition of employment	Individual criteria	Common criteria (performance criteria)
Bonus	Variable remuneration without deferral:  - Bonus < PLN 425 000	none	not applicable	none	no	no	None
	Variable remuneration subject to deferral (not applicable to key employees within the meaning of AIFM/UCITS):  - Bonus > PLN 425 000  - employees whose activities do <u>not materially affect</u> the risk profile of TFI or Funds (definition of AIFMD/UCITS)	In tranches (calculated on the basis of the total amount of individually paid variable remuneration*)  < PLN 425 000 = 0%  PLN 425 000 – 1 700 000 = 40%  PLN 1 700 000 – 2 550 000 = 50%  ≥ PLN 2 550 000 = 60%	3 equal tranches within 3 years	none	yes	Partial or total reduction of the part of the granted variable remuneration in the case of taking risk-generating behaviours. Based on the recommendation of the Risk Remuneration Committee addressed to the Management Board of Amundi Group	Reduction of the amount of deferred variable remuneration (in whole or in part) if the group or Amundi Polska TFI SA fails to achieve a certain level of KPI.  No possibility to increase the amount of the previously granted bonus.
	Variable remuneration subject to deferral (applicable to key employees within the meaning of AIFM/UCITS):  - Bonus > PLN 425 000  - employees whose activities <u>materially affect</u> the risk profile of TFI or Funds (definition of AIFMD/UCITS)	In tranches (calculated on the basis of the total amount of individually paid variable remuneration)  PLN 425 000 – 2 550 000 = 50%  ≥ PLN 2 550 00 = 60%	3 equal tranches within 3 years	Representative basket of funds:  - one representative basket of Amundi, SGG, ETG, BFT and international entities,  - special baskets for A-Immo, A-PEF, ATE, CPRAM, Amundi SGR	yes	Partial or total reduction of the part of the granted variable remuneration in the case of taking risk-generating behaviours. Based on the recommendation of the Risk Remuneration Committee addressed to the Management Board of Amundi Group	Reduction of the amount of deferred variable remuneration (in whole or in part) if the group or Amundi Polska TFI SA fails to achieve a certain level of KPI.  No possibility to increase the amount of the previously granted bonus.

\*variable components of remuneration, paid in a form other than cash, are deferred in full. In the case of employees who receive variable remuneration components in cash and in another form, the deferred amount is calculated based on the deferral applicable to the portion paid in a form other than cash.