

Data on the remuneration system for the 2024 financial year

in accordance with the InstitutsVergV for Lupus alpha Asset Management AG

With an average of 92 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, 2024 amounts to EUR 25.95 million.

Our total personnel compensation (in accordance with P&L), including social security contributions and company pension schemes, amounted to EUR 12.94 million. The share of fixed compensation components was 64.09%, the share of variable compensation components was 35.91%. 95 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 5.75 million. The share of fixed compensation components was 66.66%, the share of variable compensation components was 33.34%. 98 employees received variable remuneration. The total amount of remuneration paid to Risk Taker in the past financial year amounted to EUR 1.29 million.