

## INDUCEMENTS

As referred to in the Investment Services Act, inducements mean brokerage fees, commissions and other monetary and non-monetary benefits that a third party or a person acting on behalf of a third party pays or offers in conjunction with an investment service or an associated ancillary service.

In conjunction with offering an investment or ancillary service, Evli Bank (hereinafter Evli) and investment service companies that belong to the Evli Group may make a payment or pay a fee to a third party or receive payments or fees from a third party provided that they are not related to asset management or independent investment advice. The third party may be an external service provider, another market party or another Evli Group company. If Evli accepts inducements related to asset management services, such monetary benefits are returned to the client in full in arrears.

Evli has partners with which it has agreed on inducements. Payments and fees are used to cover costs from operations and their purpose is to improve the quality of the service offered to clients and to enable the provision or maintenance of a particular service or product. The payment or receipt of payments or fees may not cause a conflict of interest between Evli and a client or lead to actions that are biased or contrary to the interests of the client.

With the help of its comprehensive network of partners, Evli offers its clients a large selection of different types of investment alternatives and maintains products and services of a high standard. In order to avoid conflicts of interest, Evli seeks to negotiate terms and conditions on incentives with third parties so that they are as consistent as possible and will not influence investment decisions or investment advice.

### Incentives associated with funds

Evli Bank may receive fee reimbursements on the management fees charged by Evli Fund Management Company Ltd and Evli's partners. The amount and determinants of the fees vary according to fund management company based on invested assets, fund type and type of fund unit, for example. The incentives paid by Evli's partners may be 0% at minimum, roughly half of the management fee charged by a fund at maximum, and 100% at maximum of the subscription and redemption fees of a fund. The fees reimburse Evli for sales work and cover costs incurred from offering a selection of funds, customer service and reporting, and activities associated with brokering orders, returns and management of payments. Fees based on management fees are continuous incentives.

### Payments associated with solicitation of potential customers

Evli may pay one-time fee to a third party as a remuneration for assisting Evli to find new potential clients. The fee is based on a contract between Evli and the third party. Remuneration is based on certain percentage of the service fees paid by the client to Evli. Payment of such fee does not affect the pricing of the client's nor does it incur any costs for the client.

### Minor non-monetary benefits

Evli may receive and offer its partners other non-monetary fees if they can be considered to be of a minor nature. Minor non-monetary fees include presentation material and support related to products and services and training and seminars and associated reasonable refreshments offered in conjunction with them. The purpose of such other benefits is to enhance skills and improve product knowledge.

Before offering investment or ancillary services, Evli informs clients of the existence of a fee or benefit that is considered an incentive, of its nature and amount or calculation principle. If the exact amount of the benefit cannot be provided in advance, the actual amount of received and paid benefits will be reported annually in arrears. Information on these can be provided in summary form.