

### **Remuneration policy and sustainability risks**

This statement on the integration of sustainability risks into remuneration policies complies with the requirements set out in article 5 of the EU Sustainable Finance Disclosure Regulation (EU 2019/2088).

The management company's team members' remunerations include fixed and variable components.

Variable remunerations are discretionary, and mainly depend on team members' performance. Variable remunerations also take into account other criteria such as overall alignment with the investment philosophy of Hivest Capital and, more specifically, consideration of sustainability risks into investment decisions and monitoring portfolio companies.