

SFDR remuneration policy article 5

TechLife Capital has defined and implements a compensation policy, covering both fixed and variable salary components. This policy is consistent with TechLife Capital's ESG values and commitment.

On March 10, 2021, the European regulation (EU) 2019/2088, or SFDR regulation (Sustainable Finance Disclosure Regulation) came into force with the aim of framing ESG (Environmental, Social and Governance) issues by financial players. This regulation requires companies to publish their policy on integrating sustainability risks, and to guarantee the transparency of this integration.

In application of article 5 SFDR, TechLife Capital integrates environmental and social characteristics into its investment policy. The construction and management of the portfolio is subject to specific objectives and constraints, particularly with regard to the assessment of sustainability risks. It aims to develop the consideration of principles in the management of its holdings as well as in its selection, and to support over the long term companies focused on innovation and growth, economic development and social/societal progress. Consequently, from 2022 onwards, individual appraisals and objectives will include qualitative elements relating to the environmental or social characteristics of investments and the sustainability risk of managed portfolios. The appraisals and remuneration of the staff concerned will be determined on the basis of whether or not these qualitative objectives have been achieved. Remuneration comprises a fixed component and an individual variable component. The criteria for determining individual variable compensation include a balance between financial and sustainability criteria. The sustainability criteria provide for a significant proportion of employees' variable compensation to be indexed to the successful ESG integration of their holdings.

TechLife Capital is committed to ensuring that the remuneration structure does not encourage excessive risk-taking with regard to sustainability, and that remuneration is linked to risk-adjusted performance. TechLife Capital also undertakes not to apply pay differentials between men and women for identical skills and positions.

For more information on the integration of environmental or social characteristics and sustainable investment objectives into the investment policy, please consult the "Sustainability" section: <https://www.techlifecapital.com/impact>