



Lauxera Statement on Remuneration Policy Related to ESG and Sustainable Risks

Jan 1, 2023

Remuneration Policy Related to ESG and Sustainable Risks

Members of the management company and our advisors do not have compensation that is directly tied to achievement of objective ESG-, Impact-, and Sustainability-driven targets. However, in keeping with Lauxera's ESG Policy, we believe that an investment's performance in maximizing ESG-related opportunities (including promoting Sustainability) and addressing ESG-related risks is directly linked to the long-term financial performance of the business in question and to its return as an investment. Lauxera Capital Partners considers ESG and Sustainability-related risks for 100% of its potential investments, and clearly defines which risks are material and should be actively managed and ameliorated in the course of monitoring the company.

The performance of Lauxera's portfolio companies against the company-specific, ESG-related goals laid out by the Team and Investment Committee are considered along with other criteria when setting remuneration targets for Team personnel.