

RESPONSIBLE INVESTMENT

KEENSIGHT CAPITAL'S REMUNERATION POLICY

Preamble

Keensight Capital is a European growth buyout investor with deep expertise in Technology and Healthcare. We partner with the management teams of fast-growing and profitable companies providing capital, strategic guidance and operational support.

Since its inception, the team at Keensight Capital has been delivering value to investors by backing management teams to build stronger and more valuable businesses. Long-term sustainability is at the core of what we do. We believe that having a responsible and proactive approach to sustainability will positively impact our performance, the success of our portfolio companies and society at large.

As such, we expect both our management company and portfolio companies to be committed to our environmental and social engagements.

KEENSIGHT CAPITAL'S REMUNERATION POLICY

Regarding remuneration, Keensight Capital's philosophy is founded on the importance of setting clear and measurable goals, maintaining safe and active controls in portfolio management activities, and ensuring that Keensight's employees do not take unnecessary risks.

For this purpose, Keensight Capital considers all potential and recognized risks, may they be financial or related to sustainability, in the firm's definition of its remuneration policy:

- Focused on the conduct of Keensight's professionals and on the consistency of this conduct with the long-term objectives and values of Keensight Capital;
- Prohibition of any remuneration method that might create excessive risks for Keensight Capital;
- Definition of individual and collective objectives for the calculation of the variable part of remuneration that take into account the current and future potential risks that could affect Keensight and its portfolio companies.

The provision of carried interest for Keensight Capital's employees, by allowing them to invest alongside fund investors, ensures an optimal alignment of interests between investors, employees, and the community, and promotes a sound and effective risk management system.