

REMUNERATION POLICY CONSISTENT WITH SUSTAINABILITY RISK INTEGRATION

BlueOrchard's approach to remuneration considers the continuing business interests of its stakeholders and shareholders alike.

As an Impact Investment Manager operating on a global scale and across many countries, BlueOrchard strongly believes in and promotes an inclusive company culture. The company culture of inclusion and diversity is promoted by BlueOrchard's Executive Management Team and lived by all employees. BlueOrchard embraces its employees no matter their cultural differences, gender, age, religion, national origin, sexual orientation and disability. The firm grants equal career development opportunities to its employees, with fair, non-discriminatory promotion criteria in place. In addition, BlueOrchard is committed to offer to fair and market-driven compensation throughout its group entities in Europe, Asia, Africa and South America.

These principles are also reflected in BlueOrchard's remuneration policy. BlueOrchard takes a total compensation approach composed of fixed and variable compensation with a portion of the variable compensation being deferred. The objective is to have an appropriate balance between these elements. The compensation instruments are designed to align long-term employee and stakeholder interests, and to deliver compensation that promotes sustainable value for BlueOrchard and its share- and stakeholders over time.

Compensation at BlueOrchard is set up to avert remuneration-related conflicts of interests and to discourage risk-taking that is inconsistent with the overall BlueOrchard risk management policies.

BlueOrchard makes decisions on variable compensation based on the absolute and relative performance of the Company, the investment performance, as well as pre-agreed team and individual performance objectives, market positioning, and a variety of other factors. Moreover, the variable compensation is linked to sustainability risk factors, showcasing our genuine commitment to achieving positive social and environmental sustainable change.

The remuneration policy is aligned with the corporate governance principles of BlueOrchard. The policy is being reviewed regularly to ensure being up to date with market standards and practices.

The variable remuneration for BlueOrchard employees is subject to approval by the Board of Directors.

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