

## Remuneration policies

HitecVision has adopted a remuneration policy in accordance with the AIFMD. Pursuant to the remuneration policy, certain employees may be entitled to variable remuneration based on a discretionary assessment. Performance of the employee under our policies for integrating sustainability risks, Responsible Investment Policy, and other internal policies and guidelines is an assessment criterion both under award of variable remuneration, and ex-post risk adjustment.

Under the award process, the assessment is discretionary and among other factors based on how the employee identifies and integrates sustainability risks into relevant investment decisions and the extent to which the employee promotes the firm's objectives and principles relating to ESG and sustainability as set out in our policies and strategy documents.

Through the abovementioned alignment, employees covered by the remuneration policy are incentivised to properly identify, assess and manage sustainability risks, thereby reducing potential negative impacts. As such, our remuneration practices are consistent with the integration of sustainability risks in the investment decision-making processes.

Date	Version	Amendment
1 January 2023	1	Publication of disclosure
10 December 2025	2	Updated to describe in more detail how the remuneration practices are consistent with integration of sustainability risks.