

## XENON AIFM S.A.

### Transparency of remuneration policies in relation to the integration of sustainability risks

[Disclosure under the Commission Delegated Regulation (EU) 2019/2088, Art. 5]

Xenon AIFM S.A. (“Xenon”) adopts responsible remuneration and incentivisation practices and encourages a responsible and effective management of risks which is coherent with the risk profile of the organisation and its financial products and with relevant regulations. Aligned with these principles, Xenon’s remuneration policies and decisions do not encourage sustainability risks.

Note Xenon FIDEC SCA SICAV-RAIF (“Xenon FIDEC”), a private equity fund of Xenon, with sustainable investment as its objective in accordance with art. 9 of Sustainable Finance Disclosure Regulation – Regulation (EU) 2019/2088, links its remuneration and the remuneration of the target companies’ top management to sustainability and non-financial results.

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