Statement on remuneration policy

September 2025

This statement serves to provide a general description of how Innovation Industries' remuneration policy is consistent with the integration of sustainability risks[1] as required pursuant to article 5 sub 1 SFDR.

Presently, Innovation Industries awards to its employees the following types of remuneration: (a) fixed remuneration; and (b) if applicable, on a discretionary basis, variable remuneration to certain staff.

Innovation Industries, through its remuneration policy, aims to stimulate the adequate control of sustainability risks. Pursuant to the remuneration policy, entitlement to variable remuneration is subject to compliance with risk mitigating policies and procedures. These risk mitigation policies and procedures include taking into account sustainability risks in investment decision making.

[1] A sustainability risk, for the purpose of this policy, is defined as: an environmental, social or governance event or condition that, if it occurs, could cause an actual or a potential material negative impact on the value of the investment.