Remuneration Policy summary

This document contains a summary of the remuneration policy of DeeptechXL Fund Management B.V.

Responsibility for the remuneration policy is with the Management Board of DeeptechXL Fund Management B.V. The policy applies to all employees, including senior management, risk takers and control functions. The remuneration policy has been designed to ensure that employees are rewarded for behavior that is in line with the company culture and to encourage employees to act according to the long-term business purpose, and the sustainability, ESG and impact goals. The remuneration policy does not encourage risk taking beyond what is acceptable for DeeptechXL Fund Management B.V., is in line with the Sustainable Finance Disclosure Regulation (SFDR), and takes into account sustainability risks.

Remuneration is tailored to an individual's function within the company and is ensured to exclude any kind of perverse incentive that may lead to (potential) conflicts of interests. DeepTechXL Fund Management B.V. does not have a variable compensation scheme in place and remunerates its employees with base salary, discretionary bonus and a long-term incentive scheme. Control functions' remuneration is established by the Management Board of DeeptechXL Fund Management B.V. and excludes any compensation that is directly or indirectly driven by the department the control function oversees ensuring their independence and the avoidance of any conflicts of interest.

The policy is reviewed annually by the Management Board of DeeptechXL Fund Management B.V. to ensure compliance with regulations and assess its effectiveness.