

SHIFT4GOOD

REMUNERATION POLICY

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Remuneration principles

Shift4Good implements best practices in terms of employee remuneration, following a fair and sustainable model. Compensation for individual employees consists of a fixed salary and potential additional financial incentives, such as bonuses, solely at the discretion of Shift4Good. These incentives are not tied to sales volume. The variable remuneration system is designed to prevent conflicts of interest related to compensation and discourage individuals from taking excessive risks to boost their own pay.

Furthermore, Shift4Good places significant emphasis on gender equality, ensuring equal pay, a non-discriminatory recruitment process, and striving for gender parity within its workforce.

Integration of Sustainability Risks into the Remuneration Policy

As an Article 9 investment Fund, Shift4Good commits to linking 50% of carried interest to the achievement of Impact Key Performance Indicators (KPIs). This demonstrates the management team's genuine dedication to fulfilling the environmental objectives.

Impact KPIs are both a measure of sustainability risks and of positive impact as intended by the fund. More info on the Impact KPIs can be found the Risks integration policy.