Remuneration Policy Disclosure – ESG And Sustainability

This document summarises NorthEdge Capital LLP's ("NorthEdge" or "the firm" or "we" or "our") remuneration policy in relation to ESG and sustainability. It provides information to investors about how our remuneration policy is consistent with the integration of sustainability risks and uses best practices, in line with Article 5 of the Sustainable Finance Disclosure Regulation (EU) 2019/2088 ("SFDR").

Sustainability risks

At NorthEdge, we define a "sustainability risk" in accordance with the SFDR, 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 an investment.

NorthEdge considers that sustainability risks include (but are not limited to) the following:

- environmental risks, including physical risks (e.g., flooding or earthquakes) and transition risks (e.g., policy, legal, technological, and market shifts), to the operations of portfolio companies;
- social risks, such as the direct impact (e.g., fines or loss of licenses to operate) or indirect impact (e.g., reputational damage) of non-compliance with anti-slavery or working conditions laws and regulations, to portfolio companies, or slavery itself; and
- governance risks, such as inadequate management oversight of portfolio companies, and bribery and corruption.

More information related to our firm's responsibilities and approach to ESG (Environmental, Social, and Governance factors) and responsible investment in general, can be found on the firm's website at https://northedge.com/esg/.

Remuneration and Sustainability risks

The purpose of NorthEdge's remuneration policy is to ensure that its policies and practices promote sound and effective risk management and do not encourage risk-taking which is inconsistent with the risk profile of the instrument constituting the Alternative Investment Fund (AIF) it manages.

We have added ESG criteria to the annual appraisal process for all employees, to ensure appropriate management of sustainability risks is considered as part of the appraisal process. During the appraisal process, considerations will be given to how employees have contributed towards advancing the ESG goals and strategy of NorthEdge and/or our portfolio companies. Considerations will also be given to how an employee has behaved in line with NorthEdge's culture and values.

The level of bonuses in a year will also be influenced by the performance of the firm during that year – both in terms of its profitability but also in achieving its overall goals, primarily finding suitable investments for the AIFs which it manages, creating value across existing portfolio companies and achieving successful realisations of those investments that have completed their value creation plans.

Review of the Policy

This Remuneration Policy disclosure reflects NorthEdge's Remuneration Policy that is effective as of **1 January 2026**. This policy will be reviewed where updates are made to NorthEdge's Remuneration Policy.