

Remuneration Policy

Financial Market Participant: NIO Capital

Publication Date: 31st March 2026

TABLE OF CONTENTS

| | | |
|---|--|---|
| 1 | Introduction..... | 3 |
| 2 | The Principles of NIO Capital's Remuneration Policy..... | 3 |
| 3 | Alignment of Variable Remuneration with Sustainability Objectives..... | 3 |
| 4 | Governance & Oversight..... | 3 |

1 Introduction

NIO Capital (the "Firm") has established a Remuneration Policy to promote sound risk management, discourage excessive risk-taking, and align employee interests with those of our clients.

This document outlines how our Remuneration Policy is consistent with the integration of sustainability risks into our investment decision-making processes, as required by Article 5 of the EU's Sustainable Finance Disclosure Regulation (Regulation (EU) 2019/2088).

2 The Principles of NIO Capital's Remuneration Policy

Our Remuneration Policy is guided by three core principles that ensure a balanced and risk-aware approach to compensation. The key principles are:

- **Sound Risk Management:** The policy promotes effective risk management, including the management of sustainability risks. It does not encourage risk-taking that exceeds the tolerance level of the funds managed by the Firm.
- **Long-Term Value Creation:** Our remuneration framework rewards sustainable, long-term performance and discourages short-term profit-seeking at the expense of long-term sustainability.
- **Alignment of Interests:** We align employee interests with those of our clients and the Firm, including a commitment to responsible investment and prudent risk management.

3 Alignment of Variable Remuneration with Sustainability Objectives

NIO Capital ensures that variable remuneration, including performance-based bonuses, is consistent with our sustainability objectives. Performance is assessed on a comprehensive basis, incorporating both financial and non-financial criteria.

When evaluating relevant employees, particularly those involved in investment decision-making, the Firm considers their adherence to established policies and procedures, including the NIO Capital Sustainability Risk Integration Policy. The assessment reflects not only quantitative investment returns but also qualitative factors, such as an individual's contribution to the Firm's risk management culture.

A failure to appropriately manage sustainability risks will be reflected in an individual's performance evaluation and could negatively affect their variable remuneration outcome. This ensures that sustainability risk management is embedded in our incentive structure.

4 Governance & Oversight

The governance of our Remuneration Policy is overseen by the senior management of NIO Capital, which holds ultimate responsibility for the policy's design, implementation, and periodic review.

Senior management ensures the policy remains aligned with the Firm's strategy, values, and long-term interests, including its SFDR commitments. The policy is reviewed regularly to reflect evolving market conditions and regulatory requirements.