



| Remunerations Policy Statement

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|----------------|-----------------------|--------------------|--------------------|-------------|
| 2-2.0 | Compliance Department | ESG Department | - | 27/07/2023 |

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Important information about this document

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1. Introduction

The implementation of an appropriate remunerations policy (hereinafter referred to as the "**Policy**") is a fundamental aspect of the corporate governance of Q-Energy Private Equity, SGEIC, SA (hereinafter, "**Qualitas Energy**" or the "**Management Company**"), given the potential influence that remuneration practices may have on the assets it manages or could manage, as well as on potential conflicts of interest.

This document regarding the considerations of ESG aspects in the Remunerations Policy (hereinafter referred to as the "**Statement**") is intended to comply with applicable regulations, as well as to exercise transparency with Qualitas Energy's stakeholders, particularly with its investors and potential investors.

2. Applicable regulations

[SFDR - Regulation \(EU\) 2019/2088](#)

Article 5 of the SFDR contains the obligation regarding the transparency of remuneration policies in relation to the integration of sustainability risks.

3. Scope of this document

This Statement applies to Qualitas Energy as a management company of private equity entities, which is required to include in the Remuneration Policy certain considerations regarding the integration of sustainability risks in investment decision-making.

4. General principles of this document

The Board of Directors of the Management Company has established the general principles of the Policy and must ensure that the Policy is consistent with effective risk management.

1. It is aligned with Qualitas Energy's business strategy, objectives, values and interests and ESG Policy.
2. Promotes the non-assumption of excessive risk compared to the Investment Policy.
3. It enables the Management Company to align the interests of the managed investment vehicles, and their investors, with those of the members of the Board of Directors, its officers and other key employees, while ensuring a sound financial position.
4. Complies with applicable legislation

5. SFDR Remuneration Policy

Qualitas Energy's policy is consistent with the integration of sustainability risks: Qualitas Energy's commitment to sustainability is included as one of the elements analyzed when determining variable compensation.

Our performance evaluation system includes sustainability objectives when evaluating and setting variable compensation.

6. Review and evaluation of the implementation of this document

On an annual basis, and whenever necessary, the Compliance Department and the ESG Department will review the principles contained in this Statement, so that it remains consistent with the Policy and with the activity carried out by the Management Company

7. Validity of this document

The Statement shall be valid indefinitely, without prejudice to any modifications, adaptations, updates or substitutions that may be agreed and approved from time to time. In any case, such validity and modifications must be consistent with those of the Policy.