

Clearlake Luxembourg Remuneration Policy

The MV Credit S.à r.l. (“Clearlake Lux”) internal remuneration policy (the “Remuneration Policy”) includes the provisions of both the European Union (e.g. latest EU Directives and Regulations and the European Securities and Markets Authority guidelines) and the Grand Duchy of Luxembourg’s legal and regulatory requirements (e.g. amended Luxembourg law on alternative investment fund managers and latest *Commission de Surveillance du Secteur Financier* (CSSF) Circulars) relating to remuneration structure and corporate governance.

Promotion of a Sound Culture of Risk Management

The board of managers of Clearlake Lux decides on the Remuneration Policy which promotes sound and effective risk management and does not encourage risk-taking which is inconsistent with the risk profiles, instruments of incorporation or the funds under management.

Prevention of Conflicts of Interest

The Remuneration Policy includes clear measures to avoid conflicts of interest. The conducting officers of Clearlake Lux are responsible for the implementation of the Remuneration Policy under the supervision of the board of managers of Clearlake Lux.

Integration of Sustainability Risks

Clearlake Lux has also integrated sustainability risks as well as considered adverse sustainability impacts of its own operations. Therefore, the remuneration structure includes measures to ensure that the integration of sustainability risks and adverse sustainability impacts are considered in the remuneration of the employees.

Frequency of the Review

The Remuneration Policy is reviewed annually and is maintained updated in case of material changes to the legal and regulatory environment.

Last updated: 03 December 2024