

Transparency of remuneration policies in relation to the integration of sustainability risks – Article 5 of EU Regulation 2019/2088

Kairos adopts specific ESG-related objectives consistent with its business model, which are integrated into its corporate strategy. This approach promotes sound and effective risk management with regard to sustainability risks, including through a remuneration system that does not encourage excessive ESG risk-taking.

A description of the approach adopted by Kairos regarding the integration of sustainability risks can be found in the “Summary of the Remuneration and Incentive Policy” available on the Kairos Sgr website.

Document Amendments

Date	Description of Amendments
04/03/2021	Adoption of specific ESG-related objectives consistent with the company’s business model and integrated into its corporate strategy, promoting sound and effective risk management in relation to sustainability risks through a remuneration system that does not encourage excessive ESG risk-taking.
19/05/2022	Introduction of an ESG objective in all incentive systems.
28/03/2023	Introduction of assessments regarding gender neutrality and sustainability.
19/12/2024	Adjustments to the remuneration policy not related to the integration of sustainability risks.
26/03/2025	Adjustments to the remuneration policy not related to the integration of sustainability risks.

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