



Keppel Education Asset Fund

SFDR Disclosures – Articles 5 and 6

April 2024

ARTICLE 5 SFDR – WEBSITE

Transparency of remuneration policies in relation to the integration of sustainability risks

This disclosure is made in accordance with Articles 5(1) and (2) of Regulation (EU) 2019/2088 of the European Parliament and of the Council on sustainability-related disclosures in the financial services sector (SFDR). Keppel's Fund Management and Investment platforms (the "**Company**") advocate a performance-based remuneration system that is responsive to the market, as well as Keppel Ltd.'s and individual employees' financial and non-financial performance and the creation of shareholder wealth (the "**Policy**").

The Policy is regularly reviewed and the above considerations are achieved in the following ways:

- by placing a significant portion of executives' remuneration at risk ("**At Risk component**") and in some cases, subject to a vesting schedule;
- by incorporating appropriate key performance indicators ("**KPIs**") for the awarding of annual incentives:
 - (i) there are four scorecard areas that the Company has identified as key to measuring the performance of the Company – (A) Financial; (B) Process; (C) Stakeholders; and (D) People. Certain of the key sub-targets within each of the scorecard areas include key financial indicators, safety goals, risk management including not encouraging excessive risk-taking, including with respect to sustainability risks and the sustainability rules and risk profile of a particular fund, control measures, environmental, social and governance responsibilities, employee engagement, talent development and succession plan; and
 - (ii) the four scorecard areas have been chosen because they support how Keppel Ltd. achieves its strategic objectives. The framework provides a link for staff to understand how they contribute to each area of the scorecard, and therefore to the Company's overall strategic goals. This is designed to achieve a consistent approach and understanding across Keppel Ltd.;
- by requiring those KPIs or conditions to be met in order for the At Risk components of remuneration to be awarded or to vest; and
- by forfeiting the At Risk components of remuneration when those KPIs or conditions are not met at a satisfactory level.

ARTICLE 6 – PRE-CONTRACTUAL

Transparency of the integration of sustainability risks

At Keppel’s Fund Management and Investment platforms (“Keppel FM&I”), we embrace sustainability not only as a guiding principle, but on all strategic and operational levels. With sustainability at the heart of our strategy, we aim to create enduring value for our stakeholders—through Environmental Stewardship, Responsible Business practices and nurturing our People and the Communities, wherever we operate.

We align our sustainability management framework with that of Keppel Ltd. (“Keppel”), including incorporating 10 of the United Nations Sustainable Development Goals (“SDGs”) as a supporting framework. In addition, we take reference from Keppel’s policies to further guide our management of Environmental, Social and Governance (“ESG”) issues.

As a signatory of the United Nations Global Compact, Keppel is committed to the Ten Principles of the UN Global Compact, which include human rights, labour, environment and anti- corruption.

Keppel FM&I is also a CDP capital markets signatory, dedicated to driving corporate environmental transparency toward a low-carbon, sustainable future. As a signatory of the United Nations-supported Principles for Responsible Investment (“PRI”), we are committed to adopting and implementing the six Principles, where possible.

Keppel FM&I’s Responsible Investment Policy (“the Policy”) communicates our overarching ESG philosophy and investment approach. For the avoidance of doubt, “ESG” and “Sustainability” will be used interchangeably in the Policy. We will periodically review and update the Policy as necessary.

KEAF takes into consideration ESG factors in line with our respective mandates and sector-specific considerations, when making investment decisions. We have adopted Keppel FM&I’s Responsible Investment Policy, which communicates our overarching investment approach towards ESG issues. This includes defining the kinds of investments that the Company would not engage in. In addition, Keppel FM&I’s ESG Framework (“the Framework”) is adapted into the KEAF’s investment practices and lifecycles where relevant. The Framework follows a five-stage approach, taking into account the integration of relevant ESG considerations throughout the entire investment lifecycle, from the initial due diligence to the eventual exit of investments. Key elements of the policy are available on [Keppel’s Fund Management and Investment platform’s website](#).