

COMPANY POLICY

Remuneration

SFDR Disclosure for Article 5 SMDAM (UK) - Policy is consistent with the integration of sustainability risks

Sumitomo Mitsui DS Asset Management (UK) Limited ("SMDAM UK") has designed its pay strategy to competitively reward long-term sustainable performance and attract and motivate the very best people, regardless of gender, ethnicity, age, disability or any other factor unrelated to performance or experience, while performing their role in the long-term interest of our clients and business.

To achieve this objective, the Company believes that effective governance of our remuneration practices is a key requirement. The design and implementation of remuneration policies are overseen by the Compliance Officer and the Board to ensure what we pay our people is aligned to our business performance and strategy. Performance is judged not only on what is achieved over the period, but more importantly how it is achieved, as we believe the latter contributes to the long-term sustainability of the business and is consistent with the integration of sustainability risks.

Total compensation (fixed pay and variable pay) is the key focus of our remuneration framework, with variable pay (namely annual incentives and long-term incentives) differentiated by performance and adherence to SMDAM UK's values taking into account both individual and business performance.

SMDAM (UK) remuneration policies and practices are consistent with, and promote sound and effective, risk management in line with its business strategy, objectives and long-term interests, taking into account:

- (1) risk appetite, business and fund strategies, including environmental, social and governance risk factors;
- (2) the firm's culture and values; and
- (3) the long-term effects of the investment decisions taken.

Should you require further information on the firm's approach to the Code please contact:

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Resources

You can find more SFDR information about the Sumitomo Mitsui DS Asset Management policies and strategies:

- SMDAM policies on SFDR:
 - <https://www.smd-am.co.uk/sustainability>
 - SMDAM Tokyo website: https://www.smd-am.co.jp/english/corporate/responsible_investment/esg/
- SICAV Prospectus – see for individual UCITS Funds at either:
 - <https://www.smd-am.co.uk/fund-centre/>
 - <https://www.smd-am.co.uk/sustainability>
- Corporate Responsibility ‘Sustainability Reports’:
 - https://www.smd-am.co.uk/sustainability/?utm_source=popup&utm_medium=uk&utm_campaign=institutional
- ‘Environment, Social And Governance Reports’:
 - https://www.smd-am.co.uk/sustainability/?utm_source=popup&utm_medium=uk&utm_campaign=institutional

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