

INTEGRATION OF SUSTAINABILITY RISK INTO REMUNERATION POLICY WEBSITE DISCLOSURE

1. INTRODUCTION

This document sets out disclosure by KBI Global Investors Ltd (“KBIGI”), in respect of the integration of sustainability risk into KBIGI’s Firms Remuneration Policy, as required by the EU Sustainable Finance Disclosure Regulation (“SFDR”).

KBIGI have updated its remuneration policy (the “**Policy**”) to reflect the integration of sustainability risks on a qualitative basis, with effect from 10 March 2021. This disclosure document is published on the Firm’s website, to provide information to the public on these matters.

This document may be updated from time to time and is provided for information purposes only. This document summarises how sustainability risk has been integrated into the Policy.

2. RISK ALIGNMENT

KBIGI acknowledges that the Policy, and an individual Employee’s remuneration, must be consistent with and promote sound and effective risk management and not encourage risk-taking that exceeds the level of tolerated risk of the company.

The Policy is aligned with KBIGI’s approach to responsible investment including the incorporation of environmental, social and governance (ESG) factors into investment decisions and active ownership, and seeks to ensure its remuneration structures do not encourage excessive risk-taking with respect to sustainability risks.

3. PERFORMANCE MEASUREMENT

Under the Policy, KBIGI carries out an assessment of an individual’s performance, when assessing and determining variable remuneration. This assessment is based on both quantitative criteria and qualitative criteria.

The qualitative criteria used include, among others, an assessment of whether the relevant individual Employee has complied with the company’s sustainability policies.