

## Sustainability policies

28 June 2024

Pursuant to the SFDR, Whitewood AIFM is required to explain how its remuneration policy is consistent with the integration of sustainability risks. This AIFM Remuneration Policy establishes the framework for fair and effective remuneration practices within Whitewood AIFM, aligning with the principles outlined in the Alternative Investment Fund Managers Directive (AIFMD) and other EU Directives. This commitment ensures that remuneration practices within the organization meet the highest standards of governance, transparency, and accountability, as mandated by EU Directives.

Whitewood AIFM places a strong emphasis on integrating robust risk management and control mechanisms into its remuneration practices. This ensures that remuneration aligns with the risk profile of the alternative investment funds managed and supports the long-term sustainability and success of the organization.

Performance criteria for variable remuneration align with AIFMD principles, encompassing both individual and overall firm performance, financial metrics, and adherence to regulatory requirements. Where established as part of an AIF ESG Strategy, part of the individual and team remuneration will depend on the execution of plans.

The remuneration committee integrates risk management considerations into the remuneration policies, ensuring that they align with the risk profile, objectives, and activities of Whitewood AIFM. To maintain an adaptive and effective remuneration framework, the committee conducts regular reviews, at least annually. These reviews involve assessing the policy's effectiveness, identifying areas for improvement, and recommending necessary adjustments to ensure ongoing compliance.