

Article 5 Statement

The following information is provided pursuant to Article 5 (1) of the EU Sustainable Finance Disclosure Regulations (“SFDR”), in order to explain how Northtree’s remuneration policy is consistent with the integration of “sustainability risks” in its investment decision-making process.

All Northtree employees have written job descriptions that explicitly incorporate environmental and social performance metrics. Northtree employees are subject to an annual performance review, which informs Northtree’s decision as to whether variable remuneration will be paid and to what extent. Annual reviews are carried out in accordance with the Northtree Appraisal Guidance, which includes consideration of environmental, social and governance (ESG) risk management, including the individual’s understanding of and adherence to Northtree’s ESG Policy, as well as their approach to management and mitigation of ESG risks and the realisation of ESG opportunities.