

---

## Integration of Sustainability Risk in the Remuneration Policy

At Avanath, we recognize that our staff is critical in managing the sustainability risks associated with our investments and as such, we structure our remuneration policies to assure relevant staff are upholding their responsibilities and managing risk in alignment with the Firm's risk tolerance. Employees are evaluated for performance annually and the assessment of their employment includes compliance with all company policies, including those related to ESG and sustainability risk. In addition, goals are set for all employees annually, including ESG goals as appropriate for the respective employee's role. Variable compensation is determined based on achievements and employee performance related to their individual goals.