

## **Statement in compliance with article 5 of the Sustainable Finance Disclosure Regulation (“SFDR”)**

Article 5 of SFDR states that financial market participants and financial advisers shall include in their remuneration policies, information on how such policies are consistent with the integration of sustainability risks and shall publish that information on their websites.

A Sustainability risk is defined as an environmental, social or governance event, which if it occurs, causes a material negative impact on the value of the investments held by the sub-funds managed by Culross.

Culross does not currently adopt a remuneration policy which integrates sustainability risks, except to the extent described below. The group’s remuneration policy provides for a fixed remuneration and may award employees with a variable discretionary bonus on an annual basis. Remuneration levels are justified according to the performance of the individual concerned.

Variable remuneration is awarded to those employees who exceed “normal performance” in their roles and responsibilities. The discretionary bonus will be awarded based on the employee’s performance appraisal and will be tested against key performance indicators (the “KPIs”), set by the board of directors. Such KPIs include the conduct of the employee under any relevant internal procedures, policies, and compliance requirements (which may, to the extent applicable, include factors relating to Sustainability Risks).

Culross Global Investment Management Limited and the other entities within the Culross Group regularly evaluates the feasibility of integrating sustainability risks into its decision-making process. The group remains committed to staying abreast of developments in the market and regulatory landscape and will reassess its approach should the circumstances change.