

## **GUINNESS ASSET MANAGEMENT REMUNERATION POLICY EXTRACT IN RELATION TO THE INTEGRATION OF SUSTAINABILITY RISKS**

The Guinness Asset Management Remuneration Policy complies with remuneration requirements imposed by Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (SFDR).

### **Qualitative Performance**

Remuneration arrangements consider non-financial or qualitative performance indicators. Accordingly, total annual remuneration is based on the review of an individual's performance of their role which includes: adherence to effective risk management including the integration of Sustainability Risks, compliance with the regulatory system, compliance with company policies and procedures incorporating compliance with relevant policies on Sustainability Risks, the fair treatment of clients, the quality of investor communications and the quality of interactions with clients and colleagues. This qualitative assessment considers the performance of the employee throughout their employment and typically forms part of an employee's annual review.

### **Sustainability Risks**

"Sustainability Risk" means an environmental, social or governance event or condition that, if it occurs, could cause an actual or a potential material negative impact on the value of an investment.