

Generation Investment Management

# SFDR Remuneration Policy Disclosure

2022

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Information about Generation's policies on the integration of sustainability risks in its remuneration policy for the purposes of Article 5 of the EU Sustainable Finance Disclosure Regulation (Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019) ('SFDR')

## Introduction

Generation Investment Management LLP ("Generation") has adopted a remuneration policy (the "Policy") which has been approved by Generation's Management Committee. The Policy is designed to foster a sound and effective risk management environment and support the Firm's business strategy, objectives, values and long-term interests.

## Remuneration framework

The individual performance management and rewards framework envisioned by the Policy has been designed to promote effective risk management and alignment with Generation's investment process including, in particular:

- performance is measured over a longer-term horizon, taking account of both financial and non-financial criteria including, but not limited to, integration of sustainability risks and opportunities into investment decision making;
- performance assessment should take account of adherence to risk management requirements;
- senior personnel are incentivized in a manner designed to align their long-term interests with third party investors.

This document applies to Generation Investment Management LLP and its subsidiaries Generation Investment Management US LLP and Just Climate LLP.

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