

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.

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.