
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.
IMPORTANT INFORMATION

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