

Generation Investment Management

SFDR Remuneration Policy Disclosure

2025

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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