Information on the Integration of Sustainability Risk into Remuneration Policies

Our remuneration policy sets clear financial and nonfinancial performance objectives that are aligned with Brightwood's overall strategy. We assess objectives to ensure that remuneration is properly linked to individual, team and company performance. Our employees' performance is directly linked to the relative performance of the funds managed, which creates long-term alignment with our clients' interests. The remuneration policy also supports a focus on careful management of risks, such as risks related to the principles of responsible investing and sustainability, as well as financial, operational, and reputational risks. Our portfolio managers are strongly focused on compliance with regulatory/prospectus guidelines and commitments. We consider this as an integral part of regular portfolio and risk management. Brightwood's renumeration policy, as well as its general policies and procedures, are designed to discourage and prevent employees from taking excessive risks, and to ensure that they consider material risks for Brightwood and our investors. To further align employees' interests with those of our investors, the variable remuneration pay also allows us to award compensation in the form of carried interests in the funds managed by Brightwood.