



PGIM

PGIM NETHERLANDS B.V.

REMUNERATION POLICY STATEMENT

16 December 2022

- 1.1 PGIM Netherlands B.V. (“**PGIM Netherlands**”) has, in accordance with applicable legal and regulatory requirements, adopted a Remuneration Policy for the purposes of, amongst other things, promoting sound and effective risk management. PGIM Netherlands has also adopted separate policies for the integration of sustainability risks in its investment decision-making process (the “**Sustainability Risks Integration Policy**”) information of which is available on PGIM’s website.
- 1.2 This summary statement is made pursuant to Article 5 SFDR of the EU Sustainable Finance Disclosure Regulation (“**SFDR**”) to provide information on PGIM Netherlands’ policy on the integration of sustainability risks in its investment decision-making process and its remuneration procedures.
- 1.3 PGIM Netherlands policy is that employees subject to the Remuneration Policy shall be assessed on their adherence to the Sustainability Risks Integration Policy where this is relevant to their role. Any assessment that an employee has not adhered to the Sustainability Risks Integration Policy may result in a reduction in the variable remuneration amount which would otherwise have been awarded to that individual.
- 1.4 This summary is provided for information purposes only, and may be updated from time to time. In the event of any inconsistency between this summary and either (i) the Remuneration Policy, or (ii) the terms of any agreement between PGIM Netherlands and any of its clients, such other document shall prevail. This is not a complete summary of the Remuneration Policy; instead, it focuses on summarising the integration of sustainability risks. To the maximum extent permitted by law, no liability is accepted by PGIM Netherlands in respect of this summary.