

Information on how Davy's remuneration policy is consistent with the integration of sustainability risks (pursuant to Article 5 SFDR)

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J & E Davy has in place a Remuneration Policy which ensures remuneration in Davy is aligned with our values, attracts, and retains the right people, supporting sustainable growth of Davy while ensuring effective risk management and compliance with the applicable regulatory requirements. The policy applies to all employees across the entire Davy Group and reflects Davy's commitment to sound corporate governance as well as the creation of sustained and long-term value for Davy and our stakeholders. The Remuneration Policy promotes sound and effective risk management and does not encourage risk-taking that exceeds the level of tolerated risk of the Group.

J & E Davy operates a discretionary performance related bonus award scheme which is based on firm wide and individual performance. Risk management forms a key part of the performance review process, with a very strong emphasis on behaviour, advocacy and commitment towards Davy's culture and values. Variable remuneration may be withdrawn or considerably reduced in the event of subdued or negative financial performance of the Firm or Davy Group as a whole, or where warranted by individual conduct. Malus and Clawback arrangements are applied as explicit ex post risk adjustment mechanisms.

J & E Davy recognises that sustainability risks can have a material impact on the value of investments and their associated returns. Investment Managers will assess the degree to which sustainability risk is a factor in the individual fund or portfolio solution and this will be documented in the Client Suitability Report. The completion of this assessment will be a factor taken into consideration in the determination of variable remuneration.

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