

Information on remuneration policy

How do we include sustainability risks in our remuneration policy?

The pension fund pursues a controlled remuneration policy, designed to ensure quality, continuity and consistency. The remuneration policy is in line with the nature, size, organisation and complexity of the pension fund. The pension fund applies the principle that its remuneration policy should not incentivise the taking of risks, including sustainability risks. The pension fund pays a fixed remuneration to its trustees that is in line with the market. This remuneration is therefore not linked to the return and risk of the investment portfolio. The consideration of potential sustainability risks is therefore not affected by the remuneration policy.

The pension fund continually evaluates its remuneration policy and adjusts it if necessary.

The remuneration policy complies with the statutory requirements of the Sustainable Financial Disclosure Regulation, the Pension Funds (Financial Assessment Framework) Decree (*Besluit Financiële Toetsingskader*), the Pension Funds Code and the Principles for a Controlled Remuneration Policy of the AFM and DNB.