



PGIM

PGIM NETHERLANDS B.V.

REMUNERATION POLICY STATEMENT

June 2026

- 1.1 PGIM Netherlands B.V. ("**PGIM Netherlands**") is subject to the provisions of the *Wet beloningsbeleid financiële ondernemingen* as implemented in the Dutch Financial Supervision Act (*Wet op het financieel toezicht*). ("**Wbfo**"), the European Union's Alternative Investment Fund Manager Directive ("**AIFMD**") and Markets in Financial Instruments Directive ("**MiFID**") as well as the AIFMD remuneration principles and the ESMA Guidelines on sound remuneration policies under the AIFMD.
- 1.2 PGIM Netherlands has, in accordance with applicable legal and regulatory requirements, adopted a Remuneration Policy and implemented procedures and practices for the purposes of, amongst other things, promoting sound and effective risk management and which do not encourage excessive risk taking
- 1.3 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.
- 1.4 PGIM Netherlands' Remuneration Policy includes information on the integration of sustainability risks in its remuneration procedures, as required by the EU Sustainable Finance Disclosure Regulation ("**SFDR**").
- 1.5 This summary statement is made pursuant to Article 5 SFDR to provide information on PGIM Netherlands' policy on the integration of sustainability risks in its investment decision-making process and its remuneration procedures.

- 1.6 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.
- 1.7 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.