

Sustainability risks and remuneration

The Management Company maintains a remuneration policy which is consistent with, and promotes, sound and effective risk management. The Management Company does not promote risk taking that is inconsistent with the risk profile of the investment products managed by the Management Company. The Management Company has acknowledged that the integration of sustainability risks is critical for the long-term success of Mandatum Group. Therefore, the remuneration structure includes measures to ensure that the integration of sustainability risks is taken into account in the remuneration of relevant employees.

The remuneration policy is available here:

[Remuneration Policy of the Management Company](#)

Mandatum Fund Management S.A.

Société Anonyme

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