

Remuneration Disclosure

Mercer Alternatives (Luxembourg) S.à r.L.

March 2021

Integration of Sustainability Risks

The performance management process (and therefore the remuneration arrangements) integrates non-financial methodologies in order to promote sound and effective risk management with respect to sustainability risks. This ensures that Mercer Alternatives (Luxembourg) S.à R.L.'s ("the AIFM") remuneration structure does not encourage excessive risk-taking with respect to sustainability risks and is linked to risk-adjusted performance.

In order to achieve this, specific sustainability goals have been developed in line with the AIFM's sustainable investment policy and are included in the AIFM employees' goals and objectives. All employees of the AIFM are expected to support the business in undertaking its activities in a responsible manner through the inclusion of sustainability considerations in their roles and in their decision making process.

These sustainability related goals will also be considered as part of the individual assessment.