SFDR Article 5 Website Disclosure

Integration of sustainability risks into the Remuneration Policy

This disclosure is prepared for publication on Greenman Investments' website to meet the entity-level disclosure requirement under Article 5 of Regulation (EU) 2019/2088.

1 Purpose

Premier Benchmark Property Limited trading as Greenman Investments (**"Greenman"** or the **"Company"**) acts as an alternative investment fund manager (**"AIFM"**). Article 5 of Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (**"SFDR"**) requires financial market participants to publish information on remuneration policy is consistent with the integration of sustainability risks.

This disclosure describes the manner in which Greenman's remuneration framework supports prudent risk-taking, sound governance and the integration of sustainability risks into relevant business and investment activities.

2 Governance and oversight

The Board of Directors has ultimate oversight of Greenman's remuneration framework and is responsible for ensuring that remuneration arrangements remain consistent with the Company's strategic objectives, the interests of investors, sound and effective risk management, applicable regulatory requirements and the integration of sustainability risks.

The operation of the Remuneration Policy is subject to periodic review through Greenman's governance and control framework. Where appropriate, Risk Management, Compliance and senior management contribute to the oversight and review of remuneration-related matters.

3 Sustainability risks

For the purposes of SFDR, a sustainability risk is an environmental, social or governance event or condition that, if it occurs, could cause an actual or potential material negative impact on the value of an investment. Depending on the nature of the relevant activity or investment, sustainability risks may include climate-related risks, environmental compliance risks, physical and transition climate risks, governance failures, regulatory breaches, health and safety failures, unethical business practices, data-protection failures and social or stakeholder-related risks.

Greenman recognises that sustainability risks may affect the performance, value, resilience and long-term sustainability of investments managed on behalf of investors.

4 Consistency between remuneration and sustainability-risk integration

Greenman's remuneration framework is designed to support effective risk management and discourage excessive risk-taking, including risk-taking that could expose the Company or the AIFs it manages to material sustainability risks.

The Company seeks to ensure that remuneration arrangements promote behaviour consistent with the long-term interests of investors, compliance with applicable laws and regulations, the Company's risk-management framework, sound governance practices and Greenman's approved sustainability-related objectives and policies.

Sustainability-risk considerations form part of Greenman's broader qualitative assessment framework where relevant to an individual's role and responsibilities.

5 Application to performance assessment

Sustainability-related considerations may form part of an employee's performance assessment where relevant to the individual's role, responsibilities and decision-making authority.

- Such considerations may include compliance with Greenman's policies and procedures; adherence to applicable regulatory obligations; effective risk management; achievement of approved sustainability-

related objectives; governance and compliance performance; conduct standards; and support for investor protection and responsible investment principles.

The relevance and weighting of sustainability-related considerations vary according to the employee's role and ability to influence sustainability-related outcomes. They are applied proportionately and do not displace the requirement to consider the employee's overall performance, conduct and responsibilities.

6 Fixed and variable remuneration

6.1 Fixed remuneration

Fixed remuneration reflects the individual's role, professional qualifications, experience, responsibilities and required competencies. It is intended to provide an appropriate level of compensation independent of short-term performance outcomes.

6.2 Variable remuneration

Where variable remuneration is awarded, it may take account of individual and business performance, risk-management and compliance outcomes, conduct standards and other financial and non-financial considerations. The assessment is intended to support sustainable, long-term performance rather than excessive short-term risk-taking.

Greenman does not remunerate staff through the transfer of units or shares of the AIFs under management.

7 Risk adjustment and sustainability considerations

Subject to applicable legal, contractual and employment arrangements, Greenman may reduce, adjust, defer or withhold variable remuneration where appropriate.

Relevant circumstances may include material failures of risk management, regulatory breaches, governance failures, misconduct, failures relating to sustainability-related obligations, significant compliance deficiencies or conduct inconsistent with the Company's policies, procedures and control framework.

This approach supports alignment between remuneration outcomes and the prudent management of investment, operational and sustainability risks.

7.1 Review and updates

Greenman reviews its remuneration arrangements periodically to ensure continued alignment with applicable regulatory requirements, the Company's risk-management framework, sustainability-risk integration requirements and the long-term interests of investors.

This disclosure is reviewed at least annually and may be updated earlier where a material change affects the information published. Material changes are approved through the relevant governance process.