

PETRICCA & CO

Remuneration Policy Disclosure

The AIFM has adopted and maintains a remuneration policy that is consistent with the requirements of the FCA Handbook, including the AIFM Remuneration Code (SYSC 19B).

The remuneration policy is designed to promote sound and effective risk management and does not encourage risk-taking that is inconsistent with the risk profiles, fund rules, or constitutional documents of the alternative investment funds managed by the AIFM.

It supports the long-term interests of the AIFM, the AIFs it manages, and their investors.

The policy applies to all staff whose professional activities have a material impact on the risk profile of the AIFM or the AIFs it manages, including senior management, risk takers, and staff in control functions.

Remuneration consists of fixed and variable components. Variable remuneration, including bonuses, is discretionary, risk-adjusted, and assessed on a multi-year basis aligned with the long-term nature of real estate and private equity investment strategies. A substantial portion of variable remuneration is deferred, and appropriate malus and clawback arrangements are applied where required.



The remuneration policy also takes into account sustainability risks that are financially material, as part of the AIFM's overall risk management framework.

The remuneration policy is reviewed at least annually.

A copy of the policy, or a summary thereof, is available on request.