

Statement on how WFAM incorporates sustainability risks into its Remuneration Policies

Integration of sustainability risks

WFAM's Investment incentive compensation plans play an important role in aligning the interests of our portfolio managers, investment team members, clients and shareholders. Incentive awards for portfolio managers are determined based on a review of relative investment and business/team performance along with other risk-aligned criteria. Embedded in investment performance is a disciplined investment risk management framework which, for relevant portfolios, incorporates one or more types of sustainability risks.