

## The Disclosure Regulation

### Transparency of adverse sustainability impacts

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In accordance with article 4 of Regulation (EU) 2019/2088 of the European Parliament and the Council of 27 November 2019 on sustainability-related disclosures in the financial sector (the “Disclosure Regulation”) C WorldWide Asset Management Fondsmæglerselskab A/S (“CWW AM”) shall publish and maintain on its website information relating to adverse impacts of investment decisions on sustainability factors.

CWW AM does not take into account principal adverse impact on sustainability factors. The decision not to consider principal adverse impacts of investment decisions on sustainability factors is motivated by a lack of relevant data of a satisfactory quality.

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### Remuneration policies – integration of sustainability risks

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In accordance with article 5 of the Disclosure Regulation C WorldWide Asset Management Fondsmæglerselskab A/S (“CWW AM”) shall publish on its website information on how its remuneration policies are consistent with the integration of sustainability risks.

The C WorldWide Group is committed to delivering long term results for the C WorldWide Group and its clients and investors. A key element in achieving long term results is to have sound and effective risk management systems and procedures in place. Risk management includes the sound management of all types of risks including sustainability risks.

To discourage the employees of the C WorldWide Group from taking undesirable, irresponsible or excessive risks in order to achieve short term profits the C WorldWide Group will prioritize long term results and sound and effective risk management over short term gains and excessive risk when evaluating the contribution of the individual employees to the success of the C WorldWide Group.

The Sustainability Risks Policy of the C WorldWide Group is available on our website [www.cworldwide.com](http://www.cworldwide.com).