

REMUNERATION POLICY

This document provides a summary of our Remuneration policy. Further details are available on request.

Matter's Remuneration policy aims to create a link between remuneration and the overall success of the firm in serving its customers and stakeholders, to promote and be consistent with effective risk management, including sustainability risks, and to ensure Matter's business is operated in a financially sustainable manner.

Integration of sustainability risks

Matter's Remuneration policy encourages sound risk management with respect to sustainability risks. The Remuneration framework incorporates the firm's overall approach to sustainability and makes achievement of sustainability goals a key component of the determination of compensation. Matter also gives consideration to potential conflicts of interest on remuneration including activities that give rise to greenwashing, mis-selling or misrepresentation of investment strategies.

Remuneration

Matter employees and members' remuneration comprises fixed and variable remuneration. Determination of remuneration is made in accordance with individuals' contribution to the success of the firm's activities and their conduct with relation to the firm's risk management and ESG policies. For key senior personnel, sustainability objectives will be explicitly included in determinations of variable pay.

Board approval and revision

The Remuneration Policy is approved by the Matter's Board and is reviewed at least annually.

Signed

A handwritten signature in black ink, appearing to read 'D Christie', with a long horizontal flourish extending to the right.

David Christie, Chief Executive Officer

Matter Real Estate LLP

May 2024