

AIFMD Remuneration disclosure for annual accounts for year ending 2023
Fund name: Life Science REIT plc

As a full-scope AIFM, G10 Capital Limited (“AIFM”) must comply with the AIFMD Remuneration Code. The AIFMD Remuneration Code applies to all staff whose professional activities have a material impact on the risk profiles of the AIFM or of the AIFs it manages. These individuals are known as “AIFMD Remuneration Code Staff”. The AIFMD Remuneration Code specifies how AIFMD Remuneration Code Staff receive remuneration including consideration of the instruments that are used to pay remuneration and how and when this remuneration is paid.

The AIFM must establish, implement and maintain remuneration policies and practices for AIFMD Remuneration Code Staff that are consistent with, and promote, sound and effective risk management and do not encourage risk taking which is inconsistent with the risk profile of the constituting instruments of the AIFs that it manages.

The AIFMD Remuneration Code takes account the principle of proportionality. It is the responsibility of the AIFM to assess its own characteristics and to develop and implement remuneration policies and practices which appropriately align the risks faced and provide adequate and effective incentives to its staff. In light of this, the AIFM has taken into account each of the proportionality elements and considered the risk posed, the controls in place and how the management of the AIF(s) takes place in practice. Given the size of the AIFM’s AUM and the nature, scope and complexity of activities, the AIFM has determined that it is most appropriate to apply the Pay-Out Process Rules as per the AIFMD Remuneration Code.

The following individuals are considered to be AIFMD Remuneration Code Staff that are subject to the Pay-Out Process Rules process:

1. Senior Managers under the Senior Managers & Certification Regime (SM&CR) carrying out Senior Manager Functions- involved in portfolio management of the AIF(s)
2. Any individual who undertakes portfolio or risk management where those individuals can have material impact on the risk profile of the AIFs or the AIFM (in particular those seconded in for portfolio management).

With regards to the specific management of the AIF(s) that this report relates to; the AIFM has reviewed the applicable AIFMD Remuneration Code Staff and has assessed that it is not necessary to apply the Pay-Out Process Rules for the individuals involved. This assessment has been made in accordance with the provisions as set out in SYSC 19B.1.13A. This assessment is undertaken on a periodic basis and at least annually, and further disclosure will be made if any individuals become subject to the Pay-Out Process Rules.

This Firm does additionally confirm that any assessment of remuneration has proportionally taken account the following considerations:

- information on linkage between pay and performance;
- information on the criteria used for performance measurement and the risk adjustment;
- information on the performance criteria on which the entitlement to shares, options or variable components of remuneration is based; and
- the main parameters and rationale for any annual bonus scheme and any other non-cash benefits.

Whilst no remuneration is paid directly by the AIFM in return for the services provided to the Fund; it is assessed that it is appropriate to disclose the remuneration received by persons undertaking activities for the Firm in its role as AIFM. The remuneration disclosed has been proportioned to take account of a person’s activities that are provided to the Firm in its role as AIFM, as well as considering other factors of the person’s role outside of servicing the AIFM (e.g. remuneration for activities provided to the Firm to service the Firm’s MIFID top-up permissions have not be included in these disclosures).

Recognising that the total remuneration figures combine the remuneration of multiple fund mandates, the total remuneration (split into total fixed and variable remuneration paid) as well as the total number of beneficiaries is available on the Firm’s website. This information is updated periodically in accordance with the Firm’s performance year.

Aggregate remuneration of persons who have a material impact on the risk profile of the Fund

All data provided has been proportioned to relate solely to the Fund being reported on.

It does not include the remuneration that persons or Senior Management have received in relation to other mandates managed by the Firm, or other activities they perform for the Firm.

	Number of Senior Management Persons	Total remuneration for activity of Senior Management persons	Number of other staff (including secondees where applicable)	Total remuneration for activity for other staff
Impacting the portfolio management of the Fund	0	0	3	42,500
Having a material impact on the risk profile of the Fund	6	9,206	0	0

Supporting Notes:

1. The Fund's portfolio management decisions are made by individuals seconded into the Firm; these individuals have been included for the purposes of other staff; however it is noted that their remuneration for performing this activity is not paid directly by the Firm.