

## **Integration of Sustainability Risks in the Remuneration Policy**

SFDR requires Virtus International Fund Management Limited (the “Irish Fund Manager”) to include in its remuneration policy information on how its remuneration policy is consistent with the integration of sustainability risks. Sustainability risk is defined in SFDR as “an environmental, social or governance event or condition that, if it occurs, could cause an actual or potential material negative impact on the value of the investment”. The same information (or a summary of it) must be published on the Irish Fund Manager’s website.

The Irish Fund Manager is for the purposes of SFDR a “financial market participant”. Accordingly, a sustainability risk is an environmental, social or governance event or condition which, if it occurs, could cause an actual or potential material negative impact on the value of the investments made by the funds managed by the Irish Fund Manager.

The remuneration policy takes into account compliance with its policies related to the integration of sustainability risks in its investment decision-making process.

The remuneration policy is available on this website.

*16 October 2023*