

Governance Disclosure

Russell Investments Ireland Limited (“RIIL”)

Directorships

RIIL directors hold a total of 50 directorships including RIIL.

Diversity

In selecting members of the Russell Investments Ireland Limited management body, its approach to diversity is set out in the Russell Investments Group Equal Employment Opportunities Policy (the “Policy”). When making recruitment decisions, the diversity of the management body is one of the factors taken into overall consideration.

In support of the Policy,

- Russell Investments provides equality and diversity training programmes to team leaders, managers, supervisors and associates on raising awareness and developing a culture that encourages diversity and equal opportunities in the workplace.
- All Russell Investments associates are assigned a global citizen goal which includes a focus on diversity and inclusivity.

Russell Investments makes every effort to ensure that information about job opportunities is circulated as widely as possible in the circumstances to ensure that it reaches all sections of the community. It also implements recruitment practices which advocate for representative interview panels.

Objectives regarding diversity sit at the level of the Russell Investments Group. The mission of the Group is to attract, develop and retain diverse talent and the Group has developed programmes to support these aims including Coach to Grow, the Diversity Mentorship Programme and the Talent Acquisition Ambassador Programme. This year, the Group exceeded its previous objective to double the number of organisations it partners with which promote diversity.

Risk Committee

RIIL has not set up a separate risk committee but does participate in the Russell Investments EMEA Risk Management Committee (“ERMC”) which is an information sharing forum with no decision-making power with respect to RIIL. The ERMC meets quarterly to assist with reviewing, evaluating, monitoring, and overseeing operational risks for the businesses managed by the EMEA Region of Russell Investments, including RIIL. The ERMC provides guidance to the EMEA firms who are in turn ultimately directly responsible for properly identifying, assessing, monitoring, and mitigating operational risk.

10 September 2023