

## **Disclosures on the Internal Governance Arrangements of Russell Investments Ireland Limited**

Under Article 48 of Regulation (EU) 2019/2033 of the European Parliament and of the Council of 27 November 2019 on the prudential requirements of investment firms, Russell Investments Ireland Limited (“RIIL”) must make the following disclosures on its internal governance arrangements relating to its MiFID business.

### The number of directorships held by the management company of RIIL

The total number of directorships held by members of the management company of RIIL is 207.

### RIIL’s policy on diversity with regards to selecting members of its management body

In selecting members of the RIIL management body, RIIL’s approach to diversity is set out in the EMEA Diversity & Equality Opportunities Policy and, for the RIIL board of directors specifically, the Terms of Reference for the nominating committee (together, the “Policies”).

The Policies require that, when making recruitment decisions, the diversity of the management body is one of the factors taken into overall consideration. In support of the Policies, Russell Investments EMEA provides a Promoting Equality and Diversity training programme to team leaders, managers and supervisors on raising awareness and developing a culture that encourages diversity and equal opportunities in the workplace. RIIL 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 regardless of sex, race, age, disability, sexual orientation, religion, belief and members of the traveller’s 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 Group has a global objective to grow its diverse talent year-on-year and to double the number of organisations it partners with which promote diversity.

### Risk Committee of RIIL

RIIL has not set up a separate risk committee. In light of the size, scope and complexity of the Russell Investments EMEA business, an EMEA Risk Management Committee has been established which covers this region. The EMEA Risk Management Committee typically meets on a quarterly basis.

On 11 September 2022, Russell Investments will disclose the frequency of the EMEA Risk Committee meetings between September 2021 – September 2022.