

EU SFDR disclosure

Article 5

The investment approach of Mackenzie Investments Europe Limited (the “Company”), as part of Mackenzie Investments (“Mackenzie”), is centered on the belief that material environmental, social and governance (“ESG”) factors present financial risks and opportunities to our investments, and therefore impact the value that we can generate for clients and multi-stakeholders.

Mackenzie’s boutique structure allows its investment teams to offer our clients diverse perspectives through unique investment philosophies and approaches and consideration of ESG practices is embedded into each investment team’s decision-making process.

The Company’s Remuneration Policy (the “Policy”) rewards long term performance for which good management of ESG and sustainability risks is key. Sustainability risks are integrated into the Policy through the process of evaluating individual performance and determining the level of variable compensation. This takes two forms:

Investment Decision-making: Portfolio managers and analysts are required to comply with defined investment mandates and parameters. Where the investment mandate has specific sustainability objectives and behaviours are not aligned with these objectives, employee variable compensation will be impacted.

Individual Performance Objectives: Senior personnel throughout the Company receive individual ESG objectives during the annual objective-setting process. Annual performance reviews measure performance against these objectives and impact on the individual’s overall variable compensation.

As such, the Company views the Policy as consistent with the integration of sustainability risks under Article 5 of The Sustainable Finance Disclosure Regulation.