



Sustainable Finance Disclosure Regulations (SFDR), Article 5 Remuneration Policy Disclosure: Oristan Ireland DAC

Oristan Ireland DAC implements a pay-for-performance framework that focuses on the long-term Total Compensation – base salary and incentive pay - so that pay is commensurate with the firm's overall performance. This includes a balanced discretionary approach to assess the employee's performance throughout the year against four broad dimensions - business results, client/customer/stakeholder, teamwork and leadership, risk, controls and conduct. These performance dimensions appropriately consider short, medium and long-term priorities that drive sustained value while accounting for risk, rules, and conduct objectives. To promote a proper pay-for-performance alignment, the Firm does not assign relative weightings to these dimensions and considers other relevant factors, including market practices. When conducting this balanced performance assessment for select employees, regard is given to sustainability risk factors.