

Impax Asset Management Group

AIFM Remuneration disclosure for Impax Environmental Market plc

The Alternative Investment Fund Managers Directive (“AIFMD”) requires certain disclosures on the remuneration paid by Impax Asset Management (AIFM) Limited (the “Manager”), the manager of Impax Environmental Markets plc (“IEM plc”), to its staff. This information is set out in the table below.

	Number of beneficiaries	Total Remuneration /£s	Fixed Remuneration/£s	Variable Remuneration/£s
Total remuneration paid by the Manager	118	31,655,136	15,077,088	16,578,048
Remuneration paid to employees who have a material impact on the risk profile of IEM plc				
Senior management (including executives)	10	9,517,510		
Risk takers and other identified staff	11	2,270,159		
Allocation of total remuneration to IEM plc				
Senior management (including executives)		640,575		
Risk takers and other identified staff		504,337		

The Manager has no direct employees; instead it pays a fee to other Impax Group companies for services their employees provide. The total remuneration included in the table above represents the total remuneration paid by the Impax Group to staff who are fully or partly involved in the activities of IEM plc.

The Manager and other members of the Impax Group also manage other investment funds. The total remuneration allocated to IEM plc has been apportioned based on the estimated time spent by the employees working on IEM plc and other relevant factors.

The Manager’s financial year end is 30 September and variable remuneration is paid in respect of performance for the financial year. Accordingly, the disclosure in the table above is in respect of the year ended 30 September 2024.

Senior Management represents members of the Impax Management Committee. The portfolio managers of IEM plc are either included in Senior Management or Risk takers. Other identified staff are the Non-Executive Directors of Impax, the Head of Investment Risk Management and the Head of Compliance and Risk.

Remuneration policy

Both fixed and variable remuneration for senior employees is determined by the Board of Impax Asset Management Group Plc (“Impax”), the parent company of the Manager, based on recommendations made by the Remuneration Committee of the Board. The Remuneration Committee is comprised of non-executive Directors.

Fixed remuneration includes salaries, benefits and a pension contribution. Basic salaries are set taking into account the performance of the individual and the rate for similar positions in comparable companies. Benefits include income protection, critical illness, life and private medical insurance.

Variable remuneration comprises a cash bonus and share based payments. The cash bonus for investment team members is based on the profitability of the area where the employee works and on the individual’s personal performance. The cash bonus for members of control functions is based on the individual’s personal performance. The share-based payments comprise awards of options over the shares of Impax (“Options”) or restricted shares in Impax (“Restricted Shares”) and the charge included in this disclosure represents the accounting charge taken for these awards. The Options vest over a 5 year period and vesting is subject to the continued employment of the individual. For certain options, following exercise, holders are required to retain the shares arising to the date 5 years after vesting. Restricted Shares will vest in three equal tranches over a period of 3-5 years.

The Manager’s remuneration policy seeks to avoid conflicts of interest by ensuring that:

- it comprises a mix of fixed and variable remuneration; and
- the key remuneration decisions are made by the Remuneration Committee, all of whom are non-executive directors and receive no variable remuneration attributable to group performance themselves.