

Natixis International Funds (Dublin) I plc

(the "Company")

The Company is authorised by the Central Bank of Ireland (the "Central Bank") as a UCITS investment company.

The purpose of the Policy is to describe the remuneration practices of the Company in relation to its identified staff, namely the non-executive directors of the Company (the "Directors") and the designated persons responsible for the managerial functions (the "Designated Persons") identified in the Company's UCITS Business Plan. The Company's board of Directors (the "Board") has established these practices to ensure that they are consistent with and promote sound and effective risk management, including in respect of sustainability risks, and do not encourage risk taking that is inconsistent with the risk profile and articles of association of the Company.

The funds currently managed by the Company are:

- **Natixis International Funds (Dublin) I – Loomis Sayles Multisector Income Fund**
- **Natixis International Funds (Dublin) I – Loomis Sayles Global Opportunistic Bond Fund**
- **Natixis International Funds (Dublin) I – Loomis Sayles High Income Fund**
- **Natixis International Funds (Dublin) I - Loomis Sayles Alternative Risk Premia Fund***
- **Natixis International Funds (Dublin) I - Loomis Sayles Euro Credit Fund***
- **Natixis International Funds (Dublin) I - Loomis Sayles Euro High Yield Fund***
- **Natixis International Funds (Dublin) I - Loomis Sayles Sustainable Euro Credit Fund***

(the "Funds").

The total net assets of the Company as at the most recent half-year date (30 June 2020) were an aggregate amount of US\$1,220,400,981.

Identified Staff

The categories of staff, including senior management, risk takers and control functions whose professional activities may have a material impact on the risk profile of the Company and of the Funds are identified in the Schedule to this Policy (the "Identified Staff").

The only Identified Staff are the Directors and the Designated Persons.

Types of Remuneration

This policy applies to all forms of payments or benefits paid by the Company to the Identified Staff in exchange for professional services. Such forms of payment or benefit may include:

- 1, fixed remuneration (payments or benefits without reference to performance); and
2. variable remuneration (additional payments dependent on performance or other contractual criteria as described below).

The Company currently only pays fixed remuneration to the independent non-executive directors (namely Mr Daniel Morrissey and Mr John Nolan).

Directors who are also employees within the Natixis Investment Managers group, (Jason Trepanier), Loomis, Sayles & Company, L.P., the Delegate Investment Manager (Lynda Wood (née Schweitzer)) and Loomis Sayles Investments Limited, UK, a wholly owned subsidiary of the Delegate Investment Manager (Christine Kenny), do not receive any remuneration from the Company.

The Designated Persons do not receive any remuneration directly from the Company.

Remuneration Policy

The Company's policy is to pay the relevant Identified Staff (in the Company's case, only the independent non-executive directors) fixed remuneration only with no variable component being paid. Directors and Designated Persons who are also employees within the Natixis Investment Managers group will be subject to the Natixis Investment Managers International Remuneration Policy and may also be considered as "identified staff" within the Natixis Investment

*Not launched as at 30 June 2020 and do not form a part of the total net assets of the Company as a result.

Managers SA Remuneration Policy. The Natixis Investment Managers SA Remuneration Policy is available on the following website: im.natixis.com/intl-regulatory-documents.

Disclosure

The Company will comply with the disclosure requirements set out in:

- (a) Directive 2009/65/EC of the European Parliament and of the Council of 13 July 2009 on the coordination of laws, regulations and administrative provisions relating to undertakings for collective investment in transferable securities as amended by Directive 2014/91/EU of the European Parliament and of the Council of 23 July 2014 as regards depositary functions, remuneration policies and sanctions, including its mandatory implementing regulations on an EU or Home Member State level and as further amended from time to time (the "UCITS Directive");
- (b) any regulations enacted or adopted from time to time by the European Commission pursuant to or in accordance with the UCITS Directive, whether as delegated acts or otherwise;
- (c) the Central Bank (Supervision and Enforcement) Act 2013 (Section 48(1)) (Undertakings for Collective Investment in Transferable Securities) Regulations 2019 (S.I. No 230 of 2019); and
- (d) the ESMA Guidelines on sound remuneration policies under the UCITS Directive and AIFMD issued pursuant to Article 14a(4) of the UCITS Directive (the "UCITS Remuneration Guidelines").

The Company's up to date remuneration policy will be disclosed on the following website: ngam.natixis.com/intl-regulatory-documents. A summary statement in relation to this Policy has been included in the Company's Prospectus and in each of the Company's KIIDs.

The total amount of remuneration for the financial year, split into fixed and variable remuneration (if any), paid by the Company to the relevant Identified Staff will be disclosed in the Company's annual report, as will the aggregate amount of remuneration broken down by senior management whose actions have a material impact on the risk profile of the Company and of the Funds.

The Board considers that this policy is in line with the strategy, objectives and values of the Company and the Funds and is not inconsistent with the best interests of the Company, the Funds and its/their investors.

Remuneration Committee/Board Oversight

The Board has determined in light of the size, internal operations, nature, scale and complexity of the Company that a remuneration committee is not required. Remuneration matters will be dealt with by the Board with the relevant affected director absenting himself from such discussions.

The Company has in place a Directors' conflicts of interest policy and the remuneration policy and its implementation shall be subject to the requirements of such conflicts of interest policy.

Application

It is the Company's intention to apply this policy in accordance with the UCITS Remuneration Guidelines, as may be amended from time to time.

Review

The Board will review the implementation of this remuneration policy on an annual basis and will review its practices for compliance with the policy on an annual basis.

Scope

This is the Company's remuneration policy and does not extend to any of the Company's delegates.

The Company pays investment management fees in respect of each Fund to the Company's appointed investment manager which are disclosed in the Company's Prospectus documentation and annual report. The Company does not pay any performance related investment management fees.

SCHEDULE

Identified Staff

Board Members

Daniel Morrissey
Jason Trepanier
John Nolan
Lynda Wood (née Schweitzer)
Christine Kenny

Designated Persons

Tom McKenna
Erin Ameline
Marielle Davis
Matt Shafer
Alexandre Tourneux
Christine Kenny

The above named Board Members and Designated Persons are the **Identified Staff**.