



Duff & Phelps Investment Management Co.

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This brochure provides information about the qualifications and business practices of Duff & Phelps Investment Management Co. If you have questions about the contents of this brochure, please contact us at (312) 263-2610. The information in this brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority.

Duff & Phelps is a registered investment adviser. Registration of an investment adviser does not imply any level of skill or training. The oral and written communications of an adviser provide you with the information about which you may determine to hire or retain an adviser.

Additional information about Duff & Phelps also is available on the SEC's website at www.adviserinfo.sec.gov. The SEC's website also provides information about any persons affiliated with Duff & Phelps who are registered as investment adviser representatives of Duff & Phelps.

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Advisory Business

Our investment advisory services provide for continuous advice to institutional clients, mutual funds, closed-end funds, other pooled investment vehicles, and delivery of investment models to sponsors of managed accounts. We base investment decisions on individual client needs and investment guidelines.

We are a wholly-owned subsidiary of Virtus Partners, Inc. ("VPI") which is a wholly-owned subsidiary of Virtus Investment Partners, Inc. ("Virtus") a publicly traded company operating a multi-manager asset manager business, (NASDAQ: VRTS, [http:// www.virtus.com](http://www.virtus.com)).

We were established in 1979 as an investment manager, evolving from the Duff & Phelps investment research firm founded in 1932. Our Mission is to provide specialty investment strategies that enhance client outcomes. We accomplish this through our values which include: quality, reliability, and specialization. The underlying strength of our process is fundamental bottom-up research.

We offer several investment management strategies:

- Global Listed Infrastructure
- Global Real Estate Securities
- Midstream & Energy Infrastructure
- Global Clean Energy
- Domestic Large Cap Equities; and
- Investment Grade Fixed Income

Each strategy is available in multiple investment vehicles to retail and institutional investors. We also provide customized advisory services and multi-investment strategy institutional accounts through our Portfolio Solutions Team.

We do not consider the above services *financial planning* or any other similar term.

Our business consists solely of providing investment advisory services. As of December 31, 2020, assets under management totaled approximately \$10.6 billion. Of our assets under management approximately \$740,000 was model/emulation assets under contract and the entire remainder was regulatory assets under management.

Fees and Compensation

We base investment advisory fees on either a percentage of assets under management or performance-based (see "Performance-Based Fees" herein). Fees are calculated based on the market value of securities in the account, including all cash, cash equivalents and, in most cases, accrued income and dividends. Specialized investment management fees may be higher depending on the securities. Fees are mutually set and are customarily payable in arrears.

Duff & Phelps Investment Management

Registered funds may terminate their investment advisory agreements at any time without penalty upon giving 60 days' notice, if such termination is approved by the vote of a majority of the directors of the fund in office at the time or by the vote of the holders of a "majority" (as defined in the Investment Company Act of 1940) of the fund's outstanding common stock and preferred stock (if any), voting together as a single class, accompanied by appropriate notice. Other accounts have individually negotiated termination provisions, but are similar in their timing. For accounts billed in arrears, if services are terminated prior to quarter-end, we will charge fees based on the portion of the quarter in which we rendered services. For accounts billed in advance, if the account is terminated prior to quarter-end, clients will receive a prorated refund of unearned fees. We bill clients directly, or they may authorize their custodian to debit fees from their account and remit payment to us.

Our fees are exclusive of brokerage commissions, transaction fees, and other related costs such as those imposed by custodians, brokers, and other third parties. Such fees may include custodial fees, deferred sales charges, odd-lot differentials, transfer taxes, wire transfer and electronic fund fees, and other fees and taxes on brokerage accounts and securities transactions. We discuss brokerage commissions on page 18 under Brokerage Practices.

Below are basic annual fees for advisory products. All fees and minimums are subject to negotiation. We never require fees to be prepaid or payments six or more months in advance.

Separately Managed Institutional Accounts Fee Schedules

<p>Global Listed Infrastructure Initial minimum account size: \$10 million</p> <p>0.75% on assets up to \$25 million 0.70% on the next \$25 million 0.60% on amounts in excess of \$50 million</p>	<p>U.S. REIT Initial minimum account size: \$25 million</p> <p>0.65% on assets up to \$25 million 0.60% on the next \$25 million 0.50% on amounts in excess of \$50 million</p>	<p>Global Real Estate Securities Initial minimum account size: \$25 million</p> <p>0.75% on assets up to \$25 million 0.70% on the next \$25 million 0.60% on amounts in excess of \$50 million</p>
<p>International Real Estate Securities Initial minimum account size: \$25 million</p> <p>0.80% on assets up to \$25 million 0.75% on the next \$25 million 0.65% on amounts in excess of \$50 million</p>	<p>MLP & Energy Infrastructure Initial minimum account size: \$5 million</p> <p>0.75% on assets up to \$25 million 0.70% on the next \$25 million 0.65% on the next \$50 million 0.60% on amounts in excess of \$100 million</p>	<p>Institutional Fixed Income Initial minimum account size: \$10 million</p> <p>0.30% on assets up to \$50 million 0.25% on the next \$50 million 0.20% on the next \$100 million 0.15% on amounts in excess of \$200 million</p>
<p>Global Clean Energy Initial minimum account size: \$10 million</p> <p>0.75% on assets up to \$25 million 0.70% on the next \$25 million 0.60% on amounts in excess of \$50 million</p>		

We prorate fee scales on balanced accounts per targeted asset allocations based on the schedules for institutional equity and fixed income accounts.

Advisory Fees-Collective Investment Trusts U.S. Real Estate Securities (U.S. REIT) and Global Real Estate Securities (Global REIT)

Each participating plan in the Collective Investment Trust pays a Trustee fee to the Trustee. The Trustee fee pays (i) the normal operating fees and expenses of the Fund; and (ii) compensation to the Trustee and Adviser for the fiduciary services provided by the Trustee and Adviser. The highest Trustee fee for the Duff & Phelps Global REIT CIT is 0.75% (75 basis points). The Trustee fee for the Duff & Phelps U.S. REIT CIT is 0.65% (65 basis points).

Advisory Fees-Sub-Advised Funds

We generally receive an annual management fee ranging from 0.375% to 0.50% (37.5 basis points to 50 basis points) of the net advisory fee paid to the adviser.

Advisory Fees-Closed-End Funds

We generally receive an annual management fee ranging from 0.50% to 1.00% (50 basis points to 100 basis points) of the average weekly managed assets.

Advisory Fees-Model Portfolios

We provide investment advisory services, as sub-adviser or model provider, to investment advisers that seek specific securities-related advice and recommendations. The advice and recommendations are provided through the development of model portfolios. We generally receive an annual management fee ranging from 0.25% to 0.40% (25 basis points to 40 basis points) per annum of the average weekly or daily market value under management for these model portfolios.

Advisory Fees-Other

Account assets invested in an affiliated fund are, with one exception, not subject to the advisory fee otherwise applicable to that affiliated fund. Those assets are only subject to the fund fees and charges applicable to all investors as stated in the current prospectus. The one exception to the foregoing is the Virtus Duff & Phelps Real Asset Fund (“Real Asset Fund”). The Real Asset Fund is organized as a “fund of funds” and it does not charge an investment advisory fee; however, the funds in which it invests (including affiliated funds) charge the Real Asset Fund their investment management fee.

We may purchase non-affiliated closed-end funds or no-load open-end mutual funds, exchange-traded funds or alternative investments for client accounts. These generally contain embedded management fees. Consequently, a client may pay both an investment management or allocation fee and an embedded management fee.

Performance-Based Fees and Side-by-Side Management

Performance-Based Fees

In all cases where we or our affiliates charge a performance-based fee, we will follow Section 205(b) of the Adviser Act, and all applicable laws and regulations.

In certain instances, we could be compensated for investment advisory services based on the overall performance of all or a portion of client assets ("a performance fee"). At the request of the client the terms of the performance fees are based upon a negotiated written arrangement. This arrangement could include a base fee calculated on the market value of the assets under management.

Performance fee arrangements could give us or an affiliate an incentive to make riskier or more speculative investments or create an incentive to favor higher fee-paying accounts over others in the allocation of investment opportunities. We have procedures to prevent conflicts and to ensure that all clients are treated fairly.

Side-by-Side Management

Our policy is to inform all clients that we perform investment advisory and investment management services for various clients and may give advice and take action with respect to one client that differs from advice given or the timing or nature of action taken with respect to another client. We will allocate aggregated transactions to all participating eligible client accounts in a fair and equitable manner consistent with our trade allocation procedures, fiduciary obligations and each participating client's investment guidelines and investment management agreement. Depending on the fund, and based in part upon non-investment advisory and administrative services provided by us, fees paid to us or an affiliate may be more or less than otherwise applicable separate account fees.

Types of Clients

We provide investment advisory services to registered investment companies, pooled investment vehicles, and institutional separate accounts such as:

- pension and profit-sharing plans
- trusts
- estates and charitable organizations
- corporations and business entities
- endowments
- foundations
- insurance companies
- retail managed accounts; and
- sub-advisory

We require new clients to sign a written investment agreement and to adopt written investment guidelines. We impose a minimum dollar value of assets or other conditions for starting an account. Please see page 3 (Fees and Compensation) for complete account minimum requirements.

The respective Board of Directors or Trustees of investment companies establish guidelines and restrictions regarding investment strategies that include the type of securities bought and sold. Such guidelines are in each fund's Prospectus and Statement of Additional Information.

Methods of Analysis, Investment Strategies, and Risk of Loss

Our security analysis process includes fundamental and quantitative analysis and other methods.

Sources of information used include:

- financial news outlets and Bloomberg®
- research into corporate activities
- research materials prepared by others
- corporate rating services
- annual reports
- prospectuses
- filings with the SEC; and
- company press releases

Risks of Investing

As with any investment, loss of principal is a risk of investing with any of the investment strategies described below. There is no guarantee that your portfolio will achieve its investment objective. The following strategies are also subject to the risks summarized below. However, the following list of risk factors does not purport to be a complete enumeration or explanation of the risks involved in an investment strategy. Prospective clients are encouraged to consult their own financial, legal and tax advisors regarding selecting and engaging in our strategies.

The value of your portfolio can be affected by one or more of the following risks:

Concentration/Diversification: If a relatively high percentage of an account's assets are invested in securities of a limited number of issuers and/or investment sectors, an account will be more susceptible to any single, economic, political or regulatory occurrence than a more diversified portfolio.

Market Risk: The value of your portfolio's assets will fluctuate as the stock or bond market fluctuates. The value of your investments can decline, sometimes rapidly and unpredictably, simply because of economic changes or other events that affect large portions of the market.

Interest Rate Risk: The value of a fixed income strategy invested in debt securities will change as interest rates fluctuate. When interest rates decline, the values are expected to increase and vice versa. Lower-rated and comparable unrated debt securities are subject to greater risks of loss of income and principal than are higher-rated fixed income securities.

Foreign (Non U.S.) Risk: Your portfolio investments in securities of non-U.S. issuers can involve more risk than those of U.S. issuers. These investments can fluctuate more widely in price and be less liquid due to market, economic, political, regulatory or other factors. Adverse currency exchange rates also present an added risk of loss.

Liquidity Risk: Liquidity risk exists when particular investments are difficult to purchase or sell illiquid or thinly-traded securities, possibly preventing us from selling out of such illiquid securities at an advantageous price.

Investments in Master Limited Partnership (“MLP”) Units Risk: An investment in MLP Units involves risks that differ from a similar investment in equity securities, such as common stock, of a corporation. Holders of MLP Units have the rights typically afforded to limited partners in a limited partnership. There are also certain tax risks associated with an investment in MLP Units; including, but not limited to the fact that a change in current tax law or a change in the types of income earned by a given MLP could result in an MLP being treated as a corporation for United States federal income tax purposes, which would result in such MLP being required to pay United States federal income tax on its taxable income.

Emerging Markets Risk: The risks of foreign investments are generally greater in countries whose markets are still developing than they are in more developed markets. Emerging market countries typically have economic and political systems that are less fully developed, and can be expected to be less stable than those of more developed countries. For example, the economies of such countries can be subject to rapid and unpredictable rates of inflation or deflation. Since these markets are often small, they could be more likely to suffer sharp and frequent price changes or long-term price depression because of adverse publicity, investor perceptions or the actions of a few large investors. They may also have policies that restrict investment by foreigners, or that prevent foreign investors from withdrawing their money at will. Certain emerging markets could also face other significant internal or external risks, including the risk of war and civil unrest. For all of these reasons, investments in emerging markets could be considered speculative.

Currency Rate Risk: Foreign securities in which an account invests generally trade in currencies other than the U.S. dollar. As such, changes in currency exchange rates will affect the value of an account, the value of dividends and interest earned, and gains and losses realized on the sale of securities.

Because the value of the account’s shares is calculated in U.S. dollars, it is possible for the account to lose money by investing in a foreign security if the local currency of a foreign market depreciates against the U.S. dollar, even if the local currency value of the account’s holdings goes up. Generally, a strong U.S. dollar relative to other currencies will adversely affect the value of the account’s holdings in foreign securities.

Derivatives Risk: A client's account or fund's investment in or use of derivatives can have the effect of increasing losses and/or volatility of returns.

Derivatives are also subject to counterparty risk, which is the risk that the other party in the transaction will not fulfill its contractual obligations.

Derivatives include, among other things, futures, options, forwards and swap agreements and could be used to hedge portfolio risks, create leverage, or to attempt to increase yield.

Impact of Trading: Investors pay *trading* costs, including brokerage commissions, for purchases and sales of portfolio securities. Accordingly, a high rate of portfolio turnover generally involves a greater amount of trading costs and other costs borne directly by the investor. Our investment strategies will emphasize active management of the portfolio. Since our investment strategies include trading, a portfolio could have substantial portfolio turnover. Consequently, the portfolio's turnover and trading costs could exceed those of other investment entities of comparable size. A client could pay more in trading costs than if it had lower portfolio turnover rates or less frequent distributions.

Cyber Security Risk: Besides the risks associated to the value of investments, there are various operational, systems, information security and related risks involved in investing, including but not limited to "cybersecurity" risk. A breach in cybersecurity refers to both intentional and unintentional events that could cause an account to lose proprietary information such as misappropriating sensitive information, access to digital systems to obtain client and financial information, corrupting data, or causing operational disruption. Similar adverse consequences could result from cybersecurity incidents affecting counterparties with which we engage in transactions, third-party service providers (e.g. a client account's custodian), governmental and other regulatory authorities, exchange and other financial market operators, banks, brokers, dealers and other financial institutions and other parties.

We have risk management systems and business continuity plans which are designed to reduce the risks associated with these attacks, although there are inherent limitations in any cybersecurity risk management system or business continuity plan, including the possibility that certain risks have not been identified. There is no guarantee that such efforts will succeed especially since we do not directly control the cybersecurity systems of issuers or third-party service providers.

Investment Strategies

Global Listed Infrastructure

The guiding philosophy in the Global Listed Infrastructure strategy is intensive fundamental analysis. This is instrumental in identifying securities in the utility, communications, energy and transportation sectors that are mispriced, helping us in our quest to deliver superior risk-adjusted returns. Our focus is on owners and operators of infrastructure assets because they have provided sustainable cash flows, attractive dividends, economic returns above their cost of capital, and revenues streams linked to inflation. The dominant market position of many of our essential services holdings could offer a defensive buffer to the volatility experienced in other sectors of the market.

We focus our energies on companies in developed markets that have consistent and predictable business models and have a preference for larger capitalization companies with more actively traded, liquid securities. Utilizing a global backdrop, we determine which countries offer us the most attractive economic, political and regulatory environment.

Our long history as a research firm analyzing utility companies gives us a unique perspective from which to evaluate these opportunities. We then narrow the targeted investment universe by rigorously evaluating management, cash flow and balance sheet metrics. Once that analysis is completed,

securities are evaluated on a comparative basis to determine which securities will give us the best chance of attractive investment returns. Our portfolio is diversified across sectors and geographies, with most of our exposure in the U.S., Europe, Canada and the Pacific Rim.

Global Real Estate Securities

We offer U.S., International and Global Real Estate investment strategies that invest in listed REITs and real estate securities. All three strategies are grounded in rigorous fundamental research and have a total return focus. All of our disciplines ascribe to the philosophy that investing in owners and operators of high quality commercial real estate can provide the most attractive risk-adjusted returns. By focusing on companies that generate the bulk of their revenue from recurring rents of the underlying properties, we gain exposure to stable cash flows that can lead to attractive and growing dividends and a low correlation to other asset classes. Our industry tends to overly focus on assets and NAV while we try to concentrate on the economic returns those assets will generate with good capital stewardship; a subtle but important distinction.

Our investment process begins with a top-down macro-economic review and analysis of regional and sovereign economies, assessing real estate supply and demand relationships and local demographics (including job growth, population growth, household formation, disposable income and economic development). This analysis guides us to market sectors and geographies on which to focus. Actual sector weightings are primarily driven by intensive bottom-up fundamental research and the analysis of relative opportunities within and across sectors. Each candidate is evaluated and ranked according to quality of management, property portfolio, cash flow and growth prospects.

Extensive field research, combined with the utilization of five year operating models and ten year discounted cash flow models, allows us to make reasoned judgments when evaluating each company's investment merits.

In the portfolio construction process, we synthesize top-down macro considerations with bottom-up company research analysis. We build a portfolio of our highest conviction investment ideas, weighting each name in light of portfolio risk controls, client specific guidelines and the strength of each investment thesis. Portfolio turnover historically has been low as we are patient in letting our investment ideas come to fruition across a full real estate cycle. We exercise our sell discipline or trim exposure when our price target has been reached, a more attractive relative value opportunity becomes available, a security exceeds our target weighting or our investment thesis changes.

Midstream & Energy Infrastructure

Duff & Phelps was founded in 1932 as a fundamental research firm analyzing the utility sector, the birthplace of many of today's midstream energy companies and master limited partnerships (MLPs). As a large investor in Midstream Energy, our dedicated Midstream Energy team focuses on midstream MLPs and C-corps, as we believe these companies offer good prospects for attractive risk-adjusted total returns. Important characteristics we value include integrated assets, strong cash flow generation and low commodity exposure.

Our portfolio managers rely heavily on our dedicated midstream team, as well as the overall research team within the firm and our history investing in this sector. Ongoing discussions (both informally and formally through scheduled weekly meetings) on key themes and investment ideas are the norm and are aimed at identifying new opportunities and serving as a constant check of our assumptions. Field research, extensive management interaction and asset-level company modeling are hallmarks of our investment process. We develop extensive cash flow models that allow us to dynamically forecast the financial metrics we believe are most important in evaluating MLPs and C-corps. Combining this fundamental analysis with an in-depth qualitative ranking system allows us to seek to construct a high-conviction portfolio featuring high-quality midstream assets with strong free cash flow.

Global Clean Energy

Companies have been adapting to meet the energy needs of consumers for decades and today consequential investments are being made in clean, renewable and sustainable companies and technologies that will power the energy needs of the future. By owning a global portfolio of what we believe are the best positioned Utility, Industrial, Technology and Energy companies that are leaders in clean and sustainable energy, investors may attain attractive risk adjusted returns while taking advantage of the secular trends toward “ESG themed” investing. We have the advantage of sitting at the intersection of clean energy technology providers and clean energy users. We leverage this vantage point in meeting with Management teams to conduct research along every part of the clean energy value chain. We are investing in innovation where we believe it is most commercially proven.

Investment Grade Fixed Income

We manage both taxable and tax-exempt fixed-income portfolios. Portfolios for clients with high tax rates are invested primarily in tax-exempt municipal bonds. Other portfolios, including those with moderate tax rates, such as Qualified Nuclear Decommissioning Funds, are invested in multiple sectors of the fixed income markets and will likely hold some tax-exempt municipal bonds. Typically, institutional fixed income portfolios take only moderate interest rate risk and invest solely in investment grade securities. Each portfolio will be of relatively high quality.

Domestic (U.S.) Equities

As a part of our Portfolio Solutions Team we offer a variety of passive equity replication strategies to complement or complete existing portfolios.

For any index replication we pay a licensing fee to the underlying index provider, who does not sponsor or endorse the product.

Integration of Environmental, Societal and Governance Factors into our Method of Investment Analysis

Duff & Phelps incorporates and integrates Environmental, Societal and Governance (“ESG”) factors into our investment analysis and decision-making processes consistent with our fiduciary duties to our clients and the investment objectives that our clients have directed us to pursue. We have found that our ESG work is additive to our investment research process, particularly as the market increasingly sees it as another fundamental factor in determining the intrinsic value of a company.

We are attracted to businesses that share a long-term perspective and are thoughtful stewards of their resources. We look for opportunities where ESG is able to improve our investment outcomes by lowering risk, improving company operations, attracting and retaining the best talent, increasing customer satisfaction and market share, and other means of increasing earnings and cash flow over the long term. By incorporating ESG into our fundamental analysis, we improve our understanding of the risks and opportunities that companies face.

We receive access to independent, third-party ESG research through Sustainalytics, ISS and Bloomberg, and these sources are a starting point for our in-house research. We have developed our own proprietary scorecard that is tailored to our approach, and this allows us to engage management as appropriate and tailor investment solutions if desired.

We believe that strong corporate governance and capital stewardship are essential components of long-term investing and embedding ESG practices into the core of our investment activities globally is in the best long-term interests of our clients. We also generally encourage companies in which we invest to pursue and disclose sustainable business practices. Our Proxy Committee incorporates consideration of ESG issues into its evaluation of recommendations of our proxy advisory firm and our voting of proxies generally. We engage with portfolio companies on ESG issues when necessary to seek to increase shareholder value.

Use of Derivatives

Depending on portfolio investment objectives and policies, our use of derivatives is currently limited to the writing of covered call options on securities and securities indices. However, when we believe it is appropriate we may also engage in transactions in financial futures, spreading strategies and related options for the sole purpose of hedging against foreign currency exchange rates and risk management purposes.

We will only invest in derivative instruments if such an investment is consistent with established client investment guidelines.

Benchmarks

We measure our performance, in part, based on comparison to various benchmarks, including those offered by Alerian, Bloomberg Barclays, Dow Jones, FTSE, S&P and MSCI.

Disciplinary Information

Registered investment advisers are required to disclose all material facts regarding any legal or disciplinary events material to the evaluation of them or the integrity of their management. Duff & Phelps has no such disciplinary information to report.

Other Financial Industry Activities and Affiliations

Duff & Phelps has material relationships with its affiliates, as described below.

Duff & Phelps is a wholly owned subsidiary of Virtus Partners, Inc. (“VPI”), which is a wholly owned subsidiary of Virtus Investment Partners, Inc. (“Virtus”). Virtus is a publicly traded company operating a multi-manager asset management business (NASDAQ: VRTS). Certain officers and directors of Virtus serve as officers of Virtus’ indirect, wholly owned affiliates, including Duff & Phelps.

Duff & Phelps has a number of affiliates that are registered investment advisers, which are:

- Ceredex Value Advisors LLC
- Kayne Anderson Rudnick Investment Management, LLC
- Newfleet Asset Management, LLC
- NFJ Investment Group, LLC
- Seix CLO Management LLC
- Seix Investment Advisors LLC
- Silvant Capital Management LLC
- Sustainable Growth Advisers, LP
- Virtus Alternative Investment Advisers, Inc.
- Virtus ETF Advisers LLC
- Virtus Fund Advisers, LLC
- Virtus Investment Advisers, Inc.

In providing services to its clients, Duff & Phelps may use personnel or services of one or more of its affiliated investment advisers or other corporate affiliates, and Duff & Phelps’ affiliated investment advisers may use personnel or services of Duff & Phelps. Services provided in these arrangements may include, among other things, investment advice, portfolio execution and trading, back office processing, accounting, reporting, and client servicing. These services may be provided through arrangements that take a variety of forms, including dual employee, participating affiliate, delegation arrangement, subadvisory, consulting, or other servicing agreements. In each case, the personnel of the entity providing services are required to follow policies and procedures designed to ensure that the applicable clients’ accounts are handled appropriately and in the best interests of the clients.

Duff & Phelps Investment Management

When Duff & Phelps uses the personnel or services of an affiliate to provide services to Duff & Phelps' clients, Duff & Phelps remains responsible for the account from a legal and contractual perspective. Similarly, if an affiliated investment adviser uses the personnel or services of Duff & Phelps to provide services to such affiliated investment adviser's clients, the affiliated investment adviser remains responsible for the account from a legal and contractual perspective. No additional fees are charged to the clients for such services except as otherwise set forth in the client's applicable investment management or other agreement.

Duff & Phelps is not registered, and does not have an application pending to register, as a broker-dealer.

However, an affiliate of Duff & Phelps, VP Distributors, LLC ("VPD"), is a registered broker-dealer. VPD is a limited purpose broker-dealer that serves as principal underwriter and distributor of certain open-end mutual funds and ETFs managed by Duff & Phelps and/or its affiliated investment advisers. Certain Duff & Phelps personnel whose job responsibilities either require or are appropriate for registering as broker-dealer representatives are registered representatives of VPD.

Certain employees of VPD promote the services of Duff & Phelps as well as the products managed by Duff & Phelps. When Duff & Phelps pays a fee to VPD for the efforts of VPD's employees to promote Duff & Phelps' services, VPD is considered a solicitor for Duff & Phelps.

Certain employees of another affiliate of Duff & Phelps, Virtus Investment Partners International, Ltd. ("Virtus International"), also promote the services of Duff & Phelps as well as the products managed by Duff & Phelps. Virtus International is an indirect wholly owned subsidiary of Virtus headquartered in London, England. When Duff & Phelps pays a fee to Virtus International for the efforts of Virtus International's employees to promote Duff & Phelps' services, Virtus International is considered a solicitor for Duff & Phelps.

Pursuant to a written agreement, Virtus International is an Appointed Representative of Mirabella Advisers LLP ("Mirabella") (FRN 606792), which is authorized and regulated by the Financial Conduct Authority, and as such, Virtus International's Approved Persons are permitted to introduce Duff & Phelps' investment advisory services to institutional entities and Sovereign Wealth funds and other foreign official institutions within the United Kingdom. In addition, Virtus International representatives will, to the extent permitted by each applicable jurisdiction, be introducing Duff & Phelps' investment advisory services to institutional entities, Sovereign Wealth funds and other foreign official institutions in certain European Economic Area member states and outside the European Economic Area. Virtus Partners Malta Ltd. ("Virtus Malta") is also a related person of Duff & Phelps. As of the date of this filing, Virtus Malta has an application pending with the Malta Financial Services Authority, and upon approval of the application, Virtus Malta representatives will, to the extent permitted by each applicable jurisdiction, be introducing Duff & Phelps' investment advisory services to institutional entities, Sovereign Wealth funds and other foreign official institutions in certain European Economic Area member states. Representatives of Virtus International and Virtus Malta may also promote the products managed by Duff & Phelps.

Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

We endeavor to ensure that the investment management and overall business of the firm complies with both our firm and Virtus our (parent company) policies and applicable U.S. federal and state securities laws and regulations. We have adopted the Virtus Code of Conduct and the Code of Ethics (the “Codes”) in accordance with Rule 204A-1 of the Investment Advisers Act of 1940, as amended. The Codes have been reasonably designed to prevent and detect possible conflicts of interest with client trades. Compliance with the Codes is a condition of employment. All of our supervised persons must acknowledge terms at least, annually, or as amended. Any employee found to have engaged in improper or unlawful activity faces appropriate disciplinary action. Each employee is responsible for ensuring that they and those they manage conduct business professionally and comply with our firm’s policies and procedures. Employees must immediately report (to their supervisor, a compliance officer or corporate legal counsel) their knowledge of any wrongdoing or improper conduct. Failure to do so may result in disciplinary action being taken against that individual. Our reporting procedures are supported by a telephone number and similar on-line reporting technology available 24-hours/day to any employee to confidentially report, or request assistance concerning possible violations of the Codes and other firm policies. This technology and reporting platform is administered by an independent, third-party.

Our officers and employees are encouraged to invest in shares of investment products that we and/or our affiliates advise. Subject to limitations described herein and set forth by our Codes, our directors, officers, and/or associated personnel may buy, hold, or sell the same investments for their own accounts as are held or to be held or sold for a client account and they can engage in the following:

- Recommend that clients buy or sell securities or investment products in which we or a related person have some financial interest; and/or
- Buy or sell securities or investment products that our firm and/or our directors, officers, associated personnel or a related person recommends to our clients.

Our Codes are designed to prevent and detect conflicts of interest in regard to the above.

We do not purchase or sell securities for our own account. None of our directors, officers, Access or Advisory persons may directly or indirectly buy or sell any security or any option to buy or sell such security, such that they hold or acquire any direct or indirect beneficial ownership as a result of the transaction, if they know at the time of such transaction that such a security or option is being bought, sold, or considered for purchase or sale for a client account, unless one or more of the following conditions exist:

- They have no influence or control over the transaction from which they will acquire a beneficial interest;
- The transaction is non-volitional on their part or the client’s;

- The transaction is a purchase under an automatic dividend reinvestment plan or pursuant to the exercise of rights issues, pro-rata to them and other holders of the same class of the issuer's securities; or
- They have obtained, in advance, approval from someone authorized to grant such approval when circumstances indicate no reasonable likelihood of harm to the client or violation of applicable laws and regulations.

Duff & Phelps deems all of its employees to be Access Persons under the Code of Ethics.

Virtus Code of Conduct

The Virtus Code of Conduct directs our employees' conduct in the following areas:

- Compliance with Applicable Laws
- Rules and Regulations
- Insider Trading
- Conflicts of Interest and Related Party Transactions
- Corporate Opportunities
- Fair Dealing
- Protection and Proper Use of Company Assets
- Confidentiality
- Recordkeeping
- Interaction with Government Officials and Lobbying
- Contract Review and Execution
- Company Disclosures and Public Communications
- Information Protection Policies
- Human Resource Policies
- Use of Social Media
- Intellectual Property
- Designation of Compliance Officers
- Seeking Guidance About Requirements of the Code
- Reporting Violations
- Waivers, Discipline and Penalties

Code of Ethics

Employees are categorized as either Supervised, Access or Advisory Persons under our Code of Ethics.

All Supervised Persons are required to comply with the following:

- Instruct their brokers to directly provide our Compliance Department with duplicate copies of brokerage statements and trade confirmations or the electronic equivalent;
- Provide Initial Holdings Reports, Quarterly Transaction Reports, and Annual Certification and Holdings Reports, which our Compliance Department reviews for trading activity; and
- Conduct their personal transactions consistent with the Code of Ethics and in a manner that avoids any actual or potential conflict of interest.

In addition to the above, those employees classified as Access Persons are further required to comply with the following:

- Pre-clear all non-exempt transactions with respect to which an employee is beneficial owner in order to prevent the employee from buying or selling at the same time as the firm.
- Hold all covered securities no less than 30 days.

Employees classified as Advisory Persons are further prohibited from directly or indirectly acquiring or disposing of a security on the date of, and within seven calendar days before and after the portfolio(s) associated with that person's portfolio management activities. Any covered employee not in observance of the above may be subject to discipline.

Other Related Policies and Procedures

We have adopted Insider Trading Policy and Procedures designed to mitigate the risks of our firm and its employees misusing and misappropriating any material non-public information that they may become aware of, either on behalf of our clients or for their own benefit. Personnel are not to divulge or act upon any material, non-public information, as defined under relevant securities laws and in our Insider Trading Policy and Procedures. The policy applies to each of our Supervised, Access and Advisory Persons and extends to activities both within and outside their duties to our firm, including an employee's personal account.

In addition to the above, our policies set limitations on and require reporting of gifts, entertainment, business meals, sponsorships, business building and charitable donations, whether given or received. Our employees are prohibited from accepting or providing gifts or other gratuities from clients or individuals seeking to conduct business with us in excess of \$100.

Our personnel may, under certain conditions, be granted permission to serve as directors, trustees, or officers of outside organizations. Prior to doing so, approval must be provided by Compliance. A complete copy of our Code of Conduct and/or our Code of Ethics is available by sending a written request to Duff & Phelps Investment Management Co., Attn: William Renahan, 200 S. Wacker Drive, Suite 500, Chicago, IL 60606 or by emailing a request to: William.Renahan@dpimc.com.

Brokerage Practices

We determine the broker or trading platform that effects securities transactions. We select brokers for portfolio transactions after consideration of:

- The overall direct net economic result, including price and commissions or costs paid
- The efficiency of the effected transaction
- The ability to effect large block transactions
- The availability to stand ready to execute possibly difficult future transactions responsiveness to us; and
- The broker's financial strength and stability

Our policy is to seek the best execution available for each transaction. In doing so, we consider the overall quality of brokerage and, if applicable, research services provided. Best execution is not limited to obtaining the lowest commissions, but seeks, if applicable, the most reasonably favorable terms for a transaction. We do not base allocation on receipt of products or services other than brokerage or research. When obtaining best execution, we may allocate brokerage transactions to brokers that may also sell fund shares.

Unless the client directs otherwise, we could execute trades with related broker-dealers according to applicable law. Procedures ensure that these trades are effected at rates that compare favorably with those charged by unaffiliated brokers in comparable transactions. Currently, we do not execute trades with any related broker-dealer.

Aggregation of Orders and Trade Rotation

Although not obligated to do so, we strive to aggregate orders for the purchase or sale of the same security for client accounts. Traders and Portfolio Managers will consider various criteria when evaluating whether to aggregate an order, including, as relevant, the account's investment objectives and guidelines, policies, tax status, nature and size of the aggregated order, and any other factors deemed appropriate under the circumstances. Our standard allocation methodology is pro rata but it may be modified. When an aggregated order is filled entirely, each participating client receives the average share price for that order on the same business day, and share transaction costs pro rata based on each client's participation. If the aggregated order is partially filled, each account participating in the aggregated order will receive a pro rata portion of the shares filled based on the account's percentage participation in the order. In allocating partially filled orders, we also consider the need to accommodate clients' cash positions, the potential to incur expensive minimum brokerage fees for minimal allocations, or the need to allocate in round lots. A partially filled order may not be allocated pro rata if such a small amount has been transacted that pro rata allocation among accounts would result, in our judgment, in a non-meaningful allocation for particular accounts. In such cases, we will use our best efforts to allocate such de minimis amounts obtained from partial fills to the various accounts on a random basis. Alternatively, we can employ a trade rotation process where one group of clients has a transaction effected before or after another group of our clients. Traders presently use trade rotation in primarily two circumstances: (1) when a client has mandated that their trades be done "execution only", and therefore such orders may not be aggregated with other orders for the same security that are being executed bundled with research; and (2) when a "model delivery" account for which we do not execute trades is being managed in a similar manner to accounts for which we trade and therefore such orders may not be aggregated. Our rotation practice could at times result in a transaction being effected for you within the rotation. In this event, your trade orders will bear the market price impact, if any, of those trades executed earlier or later in the rotation, and, as a result, you could receive a less favorable net price for the trade. However, our rotation procedures are generally designed to treat clients equitably and fairly over time. Traders accomplish rotation by virtue of a randomizer that operates pursuant to a computer generated algorithm to help ensure fairness to all clients in the ordering of execution over time. Rotation is used with standard allocation methodology, provided the rotation system results in fair access for all groupings of clients over time

to trading opportunities.

All orders for fixed income transactions are executed by the respective broker at the time of our acceptance of the bid/offer on an approved electronic trading platform or the verbal communication with the broker. For new offerings, investment teams are responsible for ensuring that only appropriate clients participate in the new issues and that such participation complies with investment limitations and governing law. There is no distinction or preference accorded one investment team over another for allocating new issues or determining new issue allocations. All new issue requests in which a full allocation of the order is received will be distributed among all participating accounts in the predesignated amount. Partial allocations of new issues will be allocated on a pro rata basis or weighted among all participating accounts. All of the new issues purchased will be allocated, and there will be no de minimis allocation exceptions. Accounts with restricted brokerage are not eligible to participate in new fixed income issue offerings, unless the restricted broker is part of the underwriting syndicate and the amount allocated to that account will be distributed by the restricted broker.

We can direct purchases on the client's behalf, including affiliated and proprietary accounts, in secondary market transactions, public offerings directly from an underwriter, or privately negotiated transactions with an issuer. We can resell securities purchased in public offerings shortly after acquisition in the immediate aftermarket for the security to take advantage of price appreciation from the public offering price or other reasons. Short-term trading of securities acquired in public offerings, or otherwise, could result in higher portfolio turnover and associated brokerage expenses. If consistent with client investment objectives, restrictions and risk tolerance, we could purchase securities sold in underwritten public offerings, such as deal securities and initial public offerings ("IPOs") for client accounts, including affiliated and proprietary accounts. Deal securities and IPOs are generally allocated among participating accounts in a fair manner to avoid unfairly discriminating in favor of certain clients or types of accounts. Restricted brokerage accounts usually are not eligible to participate in new issue

offerings unless the restricted broker is part of the underwriting syndicate and they distribute shares allocated to that account. If we receive a reduced allocation of deal securities, the portfolio manager will allocate them among participating accounts according to the allocation percentages in the initial indication of interest instructions for those securities or IPOs. We review these allocations to ensure that any one account does not receive a disproportionate share of these deals. If in the interest of both clients, we could execute cross transactions according to applicable law and client-specific or investment company procedures.

We perform investment advisory services for various clients and may give advice and take action on any of those accounts. This advice, action or the timing of such could differ for any one account if we, to the extent practical, allocate investment opportunities to each account fairly relative to other similarly-situated client accounts.

Directed Brokerage

We will accept written direction from clients regarding which brokers to use ("Directed Brokerage") for their accounts. They may have existing arrangements permitting offset of administration, accounting,

custody, consultant or other fees relative to the brokerage transactions they handle. Directed Brokers can also include brokers with whom clients custody their accounts and who impose a material fee on trades executed away from the broker (i.e., “trade away or step outs”). Where we believe that we can cause trades to be effected more efficiently for our clients, we may attempt to trade away from the designated broker-dealer, whether directed or non-directed. A step-out trade is one in which we place the order for a transaction for one or more client accounts with a broker (“Step-out Broker”), other than the broker that the client has directed us to utilize. The Step-out Broker reports a net price, which could include a commission, mark-up, or spreads paid to market makers for execution which will be borne by the client for which the trade was being executed. Additionally, if a foreign currency transaction is required, a foreign broker-dealer may receive compensation in the form of a dealer spread or markup. There could be other exchange or similar fees charged by third parties, and foreign tax charges. The Directed Broker receives the compensation, if any, shown on the affirming confirmation. This compensation is at whatever commission rate or retail managed account fee the client has negotiated. Thus, the clients that participate in a step-out transaction could pay different transaction costs and incur different execution rates than clients that do not participate in step-out transactions. These restrictions could also adversely affect our ability to obtain volume discounts on aggregated orders or achieve best execution. We may not be able to include client-directed transactions when aggregating orders. In these transactions, the executing broker must agree to transfer the client-directed portion of an aggregated order to the specified broker. If the executing broker does not agree to this transfer, the order for the same security on the client’s behalf is effected through the specified broker, and the cost of that transaction can be greater.

Some accounts are not able to hold foreign securities in ordinary form because of custodial limitations. We will purchase ordinary shares in foreign markets and arrange for these ordinary shares to be converted into ADRs. Fees and cost associated with the conversion and purchase of ADRs are typically included in the net price of the ADR and incurred by the purchasing account. Some portion of such costs can be attributable to local broker fees, stamp fees, and local taxes. Trades on foreign exchanges could incur greater transaction charges than trades on the U.S. Exchanges.

Brokerage Research Services

We at least annually consider the amount and nature of research and research services provided by brokers and the extent that we rely on such. We attempt to allocate part of the brokerage business to brokers based on that consideration. Actual allocation can vary from year to year as a result of our evaluations of all applicable considerations. We never make binding commitments on the level of brokerage commissions we will allocate to a broker, nor will we commit to pay cash if informal targets are not met.

Subject to Section 28(e) of the Securities and Exchange Act of 1934, we are able to pay a higher brokerage commission than another broker may charge for the same transaction. This can be due to the value of the brokerage and research services provided. We believe that access to independent research is important to our investment decision-making processes.

We use research furnished by brokers to service any or all of our clients. This could include accounts other than those making the payment to the broker providing the research, as permitted by Section

28(e). Commissions generated by investment company clients can result in services that benefit only non- investment company clients, and vice versa. Commissions generated by equity clients can result in services that are of benefit only to fixed income clients and vice versa.

Brokers can provide brokerage and research services, effect securities transactions and perform incidental services such as clearance, settlement, and custody. When we use client brokerage commissions, markups, or markdowns to obtain research or other products and services, we benefit because we do not have to pay for the research, products, or services. We could have an incentive to select a broker-dealer based on our interest in receiving research or other products or services rather than in the clients' interest in receiving a better commission rate. Brokers also provide information regarding:

- the economy
- industries
- sectors of securities
- individual companies
- statistical information
- taxation
- political developments
- legal developments
- technical market action
- credit analysis
- pricing and appraisal services
- risk measurement analysis, and
- performance analysis

These services are in the form of written reports, telephone contacts and personal meetings with security analysts. They could be in the form of access to various computer-generated data and software and meetings arranged with corporate and industry spokespersons, economists and government representatives.

The European Union's recast Markets in Financial Instruments Directive (Directive 2014/65/EU) ("MiFID II") provides that investment advisers registered in the European Union may receive investment research provided by third parties only if certain requirements are met. While we are not directly subject to MiFID II, we may be required to substantively comply with the "research payment rules" under MiFID II to the extent that we provide sub-advisory services to a MiFID-licensed investment firm or otherwise commercially by an EU client.

As a result, we may be restricted for certain client portfolios from utilizing brokerage commissions to purchase brokerage research services to be used by us for the benefit of such clients. While it is our policy not to favor or disfavor consistently or consciously any clients or class of clients, there may be certain instances where some of our clients benefit from the research services utilized or purchased through brokerage commissions generated in connection with trades executed on behalf of other clients.

We sometimes purchase new issues of securities for an account, in a fixed-price offering. In these situations, the seller may be a member of the selling group that will sell securities to clients and provide us with research. The Financial Industry Regulatory Authority has adopted rules expressly permitting these types of arrangements under certain circumstances. Generally, the seller will provide research credits at a rate that is higher than available for typical secondary market transactions.

We have established a Brokerage Committee consisting of members from portfolio management, trading, risk, investment operations and compliance. The Brokerage Committee meets regularly to review best execution, brokerage activity, allocation among brokers and to approve all new arrangements for research and brokerage services provided. It serves as a focal point in managing these activities to ensure no improprieties or undisclosed referrals affecting the selection of brokers or allocation of brokerage transactions. The Brokerage Committee also reviews and maintains an Approved Broker List and reviews it annually. Trades are executed only through firms on this approved list.

Review of Accounts

Reviews

Portfolio Managers perform reviews at least quarterly for all client portfolios. Other individuals and departments, such as: Chief investment officer, Investment Operations & Services, and Compliance personnel also participate in the portfolio review process on a periodic basis. These reviews include but are not limited to, account trading authorizations, custodian agreements, transaction activity (including brokerage) and performance. Investment companies are also monitored according to policies and procedures approved by the Board of Directors.

Client Referrals and Other Compensation

Duff & Phelps has arrangements with VPD and Virtus International whereby Duff & Phelps compensates those entities for referrals in certain circumstances. Such arrangements are commonly referred to as “solicitation arrangements” and the persons or entities providing the solicitation services are commonly known as “solicitors.” The Investment Advisers Act of 1940, as amended, requires that when an affiliate acts as a solicitor for Duff & Phelps such affiliate discloses to the potential client that the solicitor is affiliated with Duff & Phelps. The compensation paid by Duff & Phelps to VPD and Virtus International for these solicitation arrangements generally is structured as being all or a portion of any variable compensation paid by VPD or Virtus International to its employee(s) relating to assets under management by Duff & Phelps that were referred by such employee(s), and in some cases the compensation also includes a percentage of VPD’s or Virtus International’s costs with respect to employment of the individual(s).

Additionally, Duff & Phelps or any of its affiliates may enter into arrangements with, and/or make payments from their own assets to, certain intermediaries to enable access to Virtus Funds on platforms made available by such intermediaries or to assist such intermediaries to upgrade existing technology systems or implement new technology systems or programs in order to improve the methods through

which the intermediary provides services to Duff & Phelps and its affiliates and/or their clients. Such arrangements or payments may establish contractual obligations on the part of such intermediary to provide Duff & Phelps's or an affiliate's fund clients with certain exclusive or preferred access to the use of the subject technology or programs or preferable placement on platforms operated by such intermediary. The services, arrangements and payments described in this paragraph present conflicts of interest because they provide incentives for intermediaries, customers or clients of intermediaries, or such customers' or clients' service providers to recommend, or otherwise make available, Duff & Phelps' or its affiliates' strategies or Virtus Funds to their clients in order to receive or continue to benefit from these arrangements from Duff & Phelps or its affiliates. The provision of these services, arrangements and payments described above by Duff & Phelps or its affiliates is only to the extent permitted by applicable law and guidance and is not dependent on the amount of Virtus Funds or strategies sold or recommended by such intermediaries, customers or clients of intermediaries, or such customers' or clients' service providers.

We do not pay a cash fee, directly or indirectly, to any person for solicitation or referral of business unless specified provisions of the Advisers Act are met.

We also permit designated persons, referred to as *Solicitors*, to refer potential clients to us. Non-affiliated Solicitors will enter into a written agreement with us containing a provision that they will deliver a disclosure document relating to us and a separate disclosure document relating to their relationship with us. Payments to Solicitors depend on the type of investment vehicle and are generally based on a percentage of fees for a period of time. We do not regularly employ unaffiliated solicitors or salespeople to solicit business. We have several affiliated associated solicitors. We currently have solicitation arrangements with non-affiliated third-parties only applicable to the solicitation of clients in certain countries outside of the United States. Also, any such non-affiliated solicitors have contractually committed to follow "U.S. Cash Solicitation" rules.

Custody

We do not have custody of client assets, including physical delivery of securities, cash or checks. Clients should receive at least quarterly statements from the broker dealer, bank, or other qualified custodian that holds and maintains their investment assets. We urge clients to carefully review these statements and compare the official custodian records to the account statements that we provide.

Investment Discretion

Our investment advisory contract or other such comparable service agreements gives us full discretion to buy and sell securities without prior client approval. We exercise that investment discretion consistent with our fiduciary duties and investment philosophy, as well as any investment guidelines or restrictions imposed by the client and that we have accepted. Neither we nor our affiliates maintain actual custody of any client assets.

In the absence of specific written instructions from our clients, we have complete discretion without

any limitations on our authority. However, the nature and extent of client instructions could determine if we accept or continue to manage their account.

Class Action Litigation

Advisory clients are sometimes entitled to participate in securities *class action* litigation brought by one or more Plaintiffs against the issuer(s) of certain securities. Various sources provide notification of these class actions.

Each class action involves certain legal rights that the owner/beneficiary of the security should consider before becoming a member of the class. We do not instruct or give advice to non-investment company clients on whether or not to participate as a member of the class.

For our affiliated investment company clients, a third-party service provider gathers the necessary information from outside sources, determines whether the various funds are eligible to file based on the trading activity, files the claim for of the funds when appropriate, and monitors the class action throughout the process, which could be many years. The vendor will maintain records.

For our institutional separate accounts and other non-investment company clients, we can, if specifically requested to do so, provide information to assist clients with the claim process. We generally rely on the client's custody agent to notify clients of pending matters and to gather all necessary information for filing of a claim. The client should determine whether they are eligible to file and to pursue the class action recoveries on their own behalf.

Voting Client Securities

When we are responsible to vote proxies for client accounts, we will vote in a manner that ensures votes benefit the underlying beneficiaries. We have adopted policies and procedures to help ensure that we cast votes in the client's best interests, and that we maintain proper documentation on how we voted. The basic policies and procedures are as follows:

We have established a Proxy Committee which reviews all proposals to be voted upon pursuant to our accounts being shareholders in the companies that they own, and we have adopted and implemented procedures in place to address conflicts of interest or potential conflicts of interest relating to proxy proposals. According to our procedures, our Proxy Committee will vote the proxy according to either its determination of the client's best interests or by client direction. In performing its analysis of how to vote on a proposal, the Proxy Committee will begin by considering the voting recommendation of a non-affiliated third party vendor and will then override such vendor's recommendation if the Proxy Committee determines that such recommendation is not in the best interest of our clients. We seek not to finalize our votes until close to the deadline for being able to vote, so as to be able to consider any additional information that may become available, including from the company in response to a recommendation that has been made by a proxy advisory firm. Our Proxy Committee incorporates consideration of ESG issues into its evaluation of recommendations of our proxy advisory firm and our

voting of proxies generally (see “Integration of ESG Factors into Our Method of Investment Analysis” as described in the ADV). We have additionally adopted proxy voting guidelines that serve as a guide to voting with regard to certain recurring proposals. The vote our Proxy Committee selects will depend on the facts and circumstances of each situation as well as requirements of applicable law.

We can choose not to vote proxies in certain situations or for certain accounts, such as when:

- Client has retained the right to vote the proxy
- We deem the cost of voting to exceed any anticipated benefit to client
- A proxy is received for a terminated client account
- A proxy is received for a security we no longer manage due to the entire position being sold; or
- Exercising voting rights could restrict the ability of the portfolio manager to freely trade the security

We may not be able to vote proxies for any client account that participates in securities lending programs.

Clients can direct votes cast by us or request information about how we voted any proxies by contacting their Portfolio Manager, an Investment Operations & Services Representative, or by sending a written request to Duff & Phelps Investment Management Co., Attn: Chief Compliance Officer, 200 S. Wacker Drive, Suite 500, Chicago, Illinois 60606.

Financial Information

Registered investment advisers are required in this Item to provide certain financial information or disclosures about their financial condition. We have no financial commitment that impairs our ability to meet contractual and fiduciary commitments to clients and have not been the subject of a bankruptcy proceeding.

Appendix

Material Changes

We will ensure clients receive a summary of any material changes to this and subsequent Brochures within 120 days of the close of our fiscal year which is December 31. We will provide other ongoing disclosure information about material changes as necessary.

We will also provide clients with a new Brochure as necessary, based on changes or new information, at any time, without charge.

We have made the following material changes to our ADV, Part 2A since our last annual amendment in March, 2020:

“Fees and Compensation”

- Added Global Clean Energy Fee Schedule

“Investment Strategies”

- Added Global Clean Energy Strategy
- Added disclosure regarding how we integrate Environmental, Societal and Governance Factors into our method of investment analysis

“Other Financial Industry Activities’ and Affiliations”

- Revised disclosure to update affiliated investment advisers and our material relationships with them

“Brokerage Practices”

- Updated rotation process language to include execution only trades, model delivery accounts and our rotation randomizer methods

“Review of Accounts”

- Added disclosure to describe solicitation arrangements with affiliates

“Voting Client Securities”

- Revised disclosure to update the description of our process around voting of client securities

Other changes in this “ADV Part 2A” not deemed material have also been made.

We have also amended our Form ADV Part 2B to remove bios of retired personnel.

Duff & Phelps Investment Management

You can request our Brochure by contacting Jean Loftus at (312) 917-6515 or it is available on our website www.dpimc.com.

Additional information about Duff & Phelps Investment Management Co. is also available via the SEC's web site www.adviserinfo.sec.gov. The web site also provides information about any persons affiliated with us who are registered, or are required to be registered, as our investment adviser representatives.



FACTS

WHAT DOES DUFF & PHELPS INVESTMENT MANAGEMENT CO. DO WITH YOUR PERSONAL INFORMATION?

Why?

Financial companies choose how they share your personal information. Federal law gives consumers the right to limit some but not all sharing. Federal law also requires us to tell you how we collect, share and protect your personal information. Please read this notice carefully to understand what we do.

What?

The types of personal information we collect and share depend on the product or service you have with us. This information can include:

- Social Security number and investment experience
- account balances and assets
- risk tolerance and transaction history

When you are *no longer* our customer, we continue to share your information as described in this notice.

How?

All financial companies need to share customers' personal information to run their everyday business. In the section below, we list the reasons financial companies can share their customers' personal information; the reasons Duff & Phelps Investment Management Co. (DPIM) chooses to share; and whether you can limit this sharing.

Reasons we can share your personal information	Does DPIM Share?	Can you limit this sharing?
For our everyday business purposes - such as to process your transactions, maintain our account(s), respond to court orders and legal investigations, or report to credit bureaus	Yes	No
For our marketing purposes - to offer our products and services to you	No	We don't share
For joint marketing with other financial companies	No	We don't share
For our affiliates' everyday business purposes - information about your transactions and experiences	Yes	No
For our affiliates' everyday business purposes - information about your creditworthiness	No	We don't share
For nonaffiliates to market to you	No	We don't share

Questions?

Call toll-free (800) 338-8214 or go to www.dpimc.com

Who we are

Who is providing this notice?

Duff & Phelps Investment Management Co.

What we do

How does DPIM protect my personal information?

To protect your personal information from unauthorized access and use, we use security measures that comply with federal law. These measures include compute safeguards and secured files and buildings.

How does DPIM collect my personal information?

We collect your personal information, for example, when you

- open an account
- seek advice about your investments
- enter into an investment advisory contract
- tell us about your investment or retirement portfolio
- give us your contact information

Why can't I limit all sharing?

Federal law gives you the right to limit only

- sharing for affiliates' everyday business purposes- information about your creditworthiness
- affiliates from using your information to market to you
- sharing for nonaffiliates to market to you

State laws and individual companies may give you additional rights to limit sharing.

Definitions

Affiliates

Companies related by common ownership or control. They can be financial and nonfinancial companies.

- *Our affiliates include financial companies such as: Virtus Investment Partners, Inc.; Virtus Investment Advisers, Inc.; Virtus Alternative Investment Advisers, Inc.; VP Distributors, LLC; Kayne Anderson Rudnick Investment Management, LLC; Newfleet Asset Management, LLC; Virtus ETF Advisers LLC; Seix Investment Advisers LLC; Silvant Capital Management LLC; Ceredex Value Advisers LLC; Seix CLO Management LLC; Virtus Fund Advisers, LLC; Virtus Fund Services, LLC; Sustainable Growth Advisers, LP; and NFJ Investment Group, LLC*

Nonaffiliates

Companies not related by common ownership or control. They can be financial and nonfinancial companies.

- *DPIM does not share with nonaffiliates so they can market to you*

Joint Marketing

A formal agreement between nonaffiliated financial companies that together market financial product or services to you.

- *DPIM doesn't jointly market*