



VIRTUS INVESTMENT PARTNERS, INC. COMPENSATION COMMITTEE CHARTER

The Bylaws of Virtus Investment Partners, Inc. (the “Company”) provide for a Compensation Committee (the “Committee”) of the Board of Directors (the “Board”). This Charter sets forth the purpose, composition, responsibilities and processes of the Committee. At least annually, the Committee shall review the adequacy of this Charter and recommend to the Board any changes to this Charter that the Committee considers necessary or desirable.

A. PURPOSE

The Compensation Committee shall provide assistance to the Board in fulfilling its responsibility to achieve the Company’s objective of maximizing the long-term return to shareholders by ensuring that officers, directors and employees are compensated in accordance with the Company’s compensation philosophy, objectives and compensation policies. The Committee shall review and approve compensation policies, strategies and pay levels necessary to support corporate objectives.

The Committee shall have sole authority to retain, obtain the advice of, and terminate any compensation consultant, independent legal counsel and other adviser (each an “Adviser”) to assist it in the performance of its duties but only after taking into consideration factors relevant to the Adviser’s independence from management specified under the applicable rules of the New York Stock Exchange (the “NYSE”). The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any Adviser retained by the Committee and shall have sole authority to approve the Adviser’s fees and the other terms and conditions of the Adviser’s retention. The Company will provide for appropriate funding, as determined by the Committee, for payment of reasonable compensation to any Adviser retained by the Committee.

B. STRUCTURE AND PROCESSES

Composition and Qualifications

The Committee shall be comprised of at least three members of the Board who are considered (i) “independent” pursuant to the applicable rules of the NYSE and (ii) a “non-employee director” within the meaning of Rule 16b-3 under the Securities Exchange Act of 1934, as amended.

C. MEETINGS

The Committee shall meet periodically as circumstances dictate and may meet in executive session outside the presence of Company management as necessary. The Chairperson of the Board, the Chairperson of the Committee or any two (2) Committee members may call meetings of the Committee. The Committee may ask members of management, or others, to attend any meeting of the Committee and to provide such

information as the Committee may deem pertinent. The Committee shall report to the Board regularly on its deliberations and actions.

A majority of the Committee in office from time to time shall constitute a quorum for the transaction of business and the act of a majority of those present at any meeting at which there is a quorum shall be the act of the Committee.

D. RESPONSIBILITIES AND DUTIES

The following shall be the recurring responsibilities and duties of the Committee in carrying out its purposes. The Committee may perform such other activities as are reasonably consistent with this Charter, the Company's Bylaws and applicable laws and regulations, as the Committee or the Board may deem necessary or appropriate.

The Committee shall:

1. Assist the Company in defining an executive total compensation policy for the Company that (a) supports the Company's overall strategy and objectives; (b) supports the attraction and retention of executives; (c) links total compensation to financial performance and the attainment of strategic objectives; and (d) provides competitive total compensation opportunities at a reasonable cost while enhancing the ability to fulfill the Company's objectives.
2. Periodically evaluate the targeted compensation of the Chief Executive Officer and executive officers of the Company against appropriate market comparator groups, including any performance goals and objectives.
3. Annually evaluate the performance of the Chief Executive Officer and review and recommend to the independent members of the Board for approval the base salary level, incentive opportunities and the actual incentive compensation awards for the Chief Executive Officer against pre-established performance goals and objectives. The Chief Executive Officer shall not be present during such deliberations.
4. Annually, with the assistance of the Chief Executive Officer and the Chief Human Resources Officer, evaluate the performance, and review and approve the base salary levels and incentive compensation opportunities, of the executive officers of the Company (other than the Chief Executive Officer), except where precluded by contractual arrangements.
5. Annually review and approve the actual incentive compensation awards for the executive officers of the Company.
6. Review and approve incentive plans, policies relating to executive perquisites, employment agreements, benefits, severance plans and supplemental benefits that are exempt from coverage by ERISA, for executive officers, and report to the Board on an annual basis on the extent and financial impact of all such arrangements.

7. Review and approve new executive officer compensation plans when appropriate to ensure that they are consistent with the Company's compensation policies and monitor the appropriateness and effectiveness of such plans on a periodic basis.
8. Review incentive compensation practices and policies for executive officers to determine whether such practices or policies encourage excessive risk taking, or are reasonably likely to have a material adverse effect on the Company.
9. Review and approve stock ownership guidelines for directors and executive officers of the Company and any "clawback" policy of the Company and monitor compliance therewith.
10. Annually review the remuneration of members of the Board in connection with their service on the Board and on its Committees and recommend any changes the Committee believes to be appropriate.
11. Subject to permissible delegations of such authority, review and approve the granting of equity-based compensation under all Company equity-based compensation plans applicable to employees or directors.
12. Generally review the Company's employee benefit plans with the understanding that the Benefit Plans Committee, a non-Board committee of the Company comprised of Company officers, is the sole ERISA named fiduciary for all such benefit plans and is solely responsible for the management and administration of such benefit plans. This Committee shall have no ERISA fiduciary responsibility as a result of its review of or recommendation respecting such benefit plans.
13. Review and discuss with management the "Compensation Discussion and Analysis" (the "CD&A") required to be included in the Company's annual proxy statement or annual report on Form 10-K, in accordance with the rules of the Securities and Exchange Commission (the "SEC") and, based on that review and discussion, recommend to the Board that the CD&A be included in the Company's annual proxy statement or annual report on Form 10-K, as applicable.
14. Prepare each year a Compensation Committee Report as required by the SEC to be included in the Company's annual proxy statement or Annual Report on Form 10-K. Prepare and approve any other statements to shareholders on compensation matters that are required by the SEC and other governmental bodies.
15. Review and discuss the results of the stockholder advisory vote on executive compensation and general market reactions, if any, to executive compensation with regard to the Company's named executive officers in connection with the Committee's oversight of the Company's compliance with proxy disclosure rules regarding stockholder advisory votes on executive compensation and the frequency of such votes.
16. Annually review and evaluate the independence of any compensation consultants retained by the Committee to assist the Committee in its oversight responsibilities and

consider whether any work provided by such consultant raised any conflict of interest.

17. Review and discuss management succession planning for executive and other key senior positions with the Chief Executive Officer and the Chief Human Resources Officer.

E. PERFORMANCE EVALUATION

The Committee will annually review its own performance, including by reviewing its compliance with this Charter.

Revision of 1/17/24