

Remuneration Policy Disclosure

InvesTRe S.A. (“**InvesTRe**”) is authorised as an investment firm and is subject to public disclosure requirements regarding its remuneration practices.

Remuneration structure

InvesTRe’s remuneration structure consists exclusively of fixed remuneration. InvesTRe does not operate any variable remuneration scheme. No bonuses, performance fees, commissions or other variable components are paid to any member of staff.

Fixed remuneration is determined based on the level of responsibility, relevant experience and market conditions applicable to each role. It reflects the skills and contribution of each member of staff without creating incentives linked to commercial performance or risk-taking.

Rationale and risk alignment

InvesTRe operates as an execution-only investment firm and Control Agent. It does not engage in proprietary trading, discretionary portfolio management or performance-driven investment activity. A purely fixed remuneration structure is therefore consistent with InvesTRe’s business model and risk profile, and does not create incentives that could lead to excessive risk-taking.

Control functions (including Compliance, Risk Management and AML/CFT) are remunerated exclusively on a fixed basis, ensuring their independence from business lines and the absence of any conflict of interest in the performance of their oversight responsibilities.

Governance

The Remuneration Policy is approved by the Board of Directors of InvesTRe and reviewed at least annually. Compliance is responsible for assessing, on an annual basis, that the remuneration policy complies with applicable law and regulations. InvesTRe’s assets remain below the thresholds requiring the establishment of a

Remuneration Committee or a Risk Committee, in accordance with applicable proportionality provisions.

This page provides a high-level summary of InvestRe's Remuneration arrangements and does not replace the full policy, which remains available and may be provided upon reasonable request.