

TRIEME PENSION SERVICES (MALTA) LTD

Remuneration Policy

Tireme Pension Services (Malta) Limited (“the Company”) has designed and implemented a remuneration policy that ensures that the Company maintains and applies a sound and prudent remuneration process which does not impair compliance with the Companies’ duty to act in the best interest of its clients, which identifies and manages any conflicts of interest, promotes sound and effective risk management and does not encourage risk taking which is inconsistent with the risk profile of the Company.

The remuneration policy stipulates that the balance between any fixed and variable component of remuneration shall be reasonable and not encourage excessive risk taking.

The Company does not have specific rules to incorporate Sustainability Risk in its investment decision making process. Accordingly, remuneration is not linked to Sustainability Risk.