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JUNE 2026

INSIGHT'S REMUNERATION APPROACH

Insight Investment ("Insight") has a globally consistent approach to remuneration which aligns with remuneration regulation in each relevant jurisdiction. This Remuneration Statement Disclosure is specifically designed to meet various requirements including those that apply to Insight Investment Management (Europe) Limited ("IIM(E)L") and Insight Investment Funds Management Limited ("IIFML").

LINK TO INSIGHT COMPANY STRATEGY AND REWARD PHILOSOPHY

Insight is committed to prioritising its clients' interests above all else in the conduct of our business and to delivering high quality investment solutions and service. The business model rests on a simple equation: high quality leads to client advocacy which translates into business success. Aligning all stakeholders' interests is essential for the long-term success of any organisation. Insight aligns the interests of clients and shareholders by taking a long-term view of the success of the business, allowing the focus to be delivering to clients. A significant portion of employees' compensation is deferred and held in company shares. By giving employees an economic stake in the business, Insight helps to align their interests with those of the other stakeholders.

Insight's reward philosophy has a key role to play in the motivation and retention of employees and is therefore an important contributing factor in the achievement of the strategy.

Insight's reward philosophy is built upon a few key principles:

- The design and structure of the schemes actively promotes team working and collaboration across teams.
- Strive to create an ego free and collaborative environment where everyone is held accountable, but success is shared collectively.
- Total compensation is heavily weighted towards variable pay and pay outcomes are closely linked to the delivery of performance. All employees are awarded an annual grant of Long-Term Incentive Plan ("LTIP"), which is linked to the performance of the company. Employees are highly engaged with the business and the culture of collective ownership reinforces collaboration across teams and strengthens the alignment with our clients.

While the reward philosophy helps to attract and motivate the best talent in the market, Insight do not believe that any gender, race, or group of any kind has a monopoly on the talent that we need to succeed. Insight also believes that diverse groups make more informed and balanced decisions. Insight is therefore committed to looking for talent everywhere and ensuring that every employee has the opportunity and support to succeed.

REMUNERATION POLICY AND PROCESS

Insight's remuneration policy has been successful in enabling the attraction and retention of the best available talent in the industry[1]. The approach to remuneration is designed to support the culture of the business and to ensure top performance is recognised with top quartile industry pay. This includes matching each individual with a suitable peer group that reflects competitors at every level and specialism within the industry.

The main components of remuneration are base salary and variable pay. Variable pay is made up of two main elements: (i) cash bonus payments and (ii) deferred awards.

Insight also offers competitive benefits and wellbeing programmes broadly aligned with Insight's parent, The Bank of New York ("BNY").

Base Salary

The base salary of an employee is determined by the job performed, its level of complexity and responsibility, and the remuneration paid in the market for that type of job. It is set for all employees, at a rate sufficient to provide for full flexibility with regard to any variable remuneration element, including zero variable remuneration. Base salaries are contractual fixed pay, and an annual review is conducted for all employees to determine whether an increase is appropriate.

Variable Pay

Variable pay forms an important element of total compensation that reinforces our philosophy of payment for performance. For senior staff, total compensation is heavily weighted towards variable pay and the overall value of variable pay is directly linked to the profitability and performance of the business.

Overall, Insight positions total compensation levels to ensure that if the business performs and employees deliver strong performance their total remuneration will be competitive.

[1] The remuneration of employees in control functions is not dependent on the results of the specific business areas they service, but on performance against their personal objectives, referencing the external market and the profitability of the Insight business as a whole.

Whilst ensuring the allocation of any annual incentive awards are appropriately balanced and do not encourage excessive risk taking.

All variable pay awards are made from a pool, which is determined based upon Insight's business performance.

All variable pay awards are discretionary and determined on an annual basis based upon performance, and there is no entitlement to any award.

Guaranteed variable remuneration may only be awarded in exceptional circumstances and will not be excessive. Such guaranteed remuneration, if any, shall be limited to the first year of service, in the context of hiring new employees.

Where an award compensates a new joiner for forfeited deferred remuneration from a previous employer, any award will take into consideration the amount and terms (including any deferral, form and retention periods) of the variable remuneration awarded or offered by the individual's previous employer. Any such award shall require the approval of the Remuneration Committee.

Severance pay (in addition to any national labour law requirements) is at Insight's absolute discretion.

Any payments related to early termination of contracts will reflect performance achieved over time and will be designed in a way which does not reward failure.

Deferred Awards

Deferred awards may be in the form of Insight LTIP and/or BNY equity-based awards and typically vest over at least three years. Deferred awards are a powerful tool for employee retention and encourage a collective ownership of the strategy and goals of Insight and the broader BNY enterprise, ultimately providing employees with the opportunity to share directly in the success of the business

As such, deferred awards play an important part in recruiting and retaining high quality employees, providing us with a significant competitive advantage. Driving the long-term success of our business and retaining our key employees is the route to delivering value over the long term for both our clients and our shareholders.

Insight LTIP is based on an independent external assessment of the company's market value and is dependent on the long-term value of the Insight business. All employees are eligible to receive an annual grant under Insight's LTIP.

For senior management and Material Risk Takers (MRTs)[2], Insight operates a deferral policy where at least 50% of variable pay is deferred and at least 60% where variable remuneration is above £500,000.

Risk and conduct in remuneration

Insight cultivates an environment where employees can speak up to share their views or challenge others' views. Continuous improvement is encouraged at the individual level as well as at the business level and make it a point to learn from mistakes. Ultimately, Insight believes in the principle of "doing the right thing" at the heart of all decisions.

Insight employees all have an objective which relates to their personal conduct in carrying out their duties, requiring them to have regard to all relevant risks and to safeguard the reputation of the firm. This is further supported by each employee being aligned to or having specific risk objectives that reflect their roles and responsibilities.

The types of risks include corporate risks as set out in the Insight Corporate Risk Framework, as well as other risk considerations that are integrated in our investment processes. All employees, including portfolio managers and credit analysts, have objectives in relation to their assessment and management of environmental, social and governance ("ESG") risks. The integration of sustainability risks in the investment-decision process is further governed by Insight's Sustainability Risk Policy.

In addition, Insight have established a Conduct Panel following the implementation of the Senior Managers and Certification Regime. The Conduct Panel meets quarterly to review employee and team conduct metrics based on information from HR, Corporate Risk, Compliance, Information Risk and mandatory training courses. The Conduct Panel shares relevant trend data with the Executive Management Committee and ensures that any issues are highlighted to senior managers and reflected in risk and performance discussions throughout the year.

The Remuneration Committee also receives confirmation from the Chief Risk Officer of any matters which he wishes to bring to the attention of the Committee in connection with the annual performance review and determination of discretionary variable pay.

REMUNERATION GOVERNANCE

The oversight of Insight's remuneration strategy and policy is governed by the Remuneration Committee (the Committee), which meets at least twice a year and comprises two independent Non-Executive Directors. Except where personally conflicted, the Global Head of BNY Investments and Wealth and Insight's Chief Executive Officer are also invited to attend Committee meetings. Any Director representatives of BNY are not remunerated by either BNY or Insight in their capacity as a Director. The Head of Human Resources, Chief Finance Officer and Chief Risk Officer are also invited to attend as appropriate and except when personally conflicted.

[2] Material risk takers' are individuals whose roles have a material impact on the risk profile of the relevant management company and/or the funds that it manages. These roles are identified in line with the requirements of the FCA MIFIDPRU Remuneration Code, UCITS/AIFMD Directive and guidance issued by ESMA as applicable.

Annual compensation proposals in respect of each performance year are considered and approved by the Committee, which includes a review of each member of the Executive Management Committee as well as all Material Risk Takers (MRTs) and other high earners. The Chief Risk Officer is also invited to comment on any employees where he feels that there are particular matters to be brought to the attention of the Committee.

The principles of our remuneration arrangements are agreed with The Bank of New York and are reviewed regularly by the Remuneration Committee. We ensure our remuneration policy and processes are compliant with all relevant regulations, including the requirements of the FCA's MIFIDPRU Remuneration Code (the 'Code') and any corresponding local Directives.

QUANTITATIVE REMUNERATION DISCLOSURE

The Chief Executive Officer of IIM(E)L oversees the remuneration policy. IIM(E)L is required to disclose aggregate remuneration for the 2025 performance year. The amount of total remuneration awarded to its 23 staff was £2.8.m, consisting of fixed remuneration of £2.1.m and variable remuneration of £0.7m. For those employees of IIM(E)L whose professional activities have a material impact on the risk profile of IIM(E)L or the funds it manages, the total remuneration awarded was £1.4m, consisting of fixed remuneration of £0.9m and £0.5m of variable remuneration.

IIM(E)L delegates portfolio management to other Insight group companies. Remuneration disclosures (where applicable) for these companies are available at https://www.insightinvestment.com/regulatory-home/client-reference-documents/.

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For a full list of applicable risks, investor rights, KIID/KID risk profile, financial and non-financial investment terms and before investing, where applicable, investors should refer to the Prospectus, other offering documents, and the KIID/KID which is available in English and an official language of the jurisdictions in which the fund(s) are registered for public sale. Do not base any final investment decision on this communication alone. Please go to www.insightinvestment.com

Documents such as the KIID or KID are not applicable to Australia.

Unless otherwise stated, the source of information and any views and opinions are those of Insight Investment.

Telephone conversations may be recorded in accordance with applicable laws.

For investors in the United Kingdom (UK): Insight's Ireland domiciled UCITS funds are authorised overseas but not in the UK. The Financial Ombudsman Service is unlikely to be able to consider complaints related to the Fund, its sub-funds, its operator or its depositary where relevant. Any claims for losses relating to the operator and the depositary of the Fund are unlikely to be covered under the Financial Services Compensation Scheme. A prospective investor should consider getting financial advice before deciding to invest and should see the Fund prospectus for more information.

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