

Instinet Germany GmbH Disclosures under Part 6 of the Investment Firms Regulation

31 March 2025

Version 1.0



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1.0 OVERVIEW

1.1 Introduction

The disclosures set out herein have been provided in accordance with articles 46-53 of Part 6 of the Investment Firms Regulation (IFR - Regulation (EU) 2019/2033 of the European Parliament and Council). The purpose of these disclosures is to provide transparency to investors and the wider market.

In accordance with the requirements of the IFR, this document is intended to disclose information relating to Instinet Germany GmbH's risk management objectives and policies, governance arrangements, level of own funds, own funds requirements, remuneration policies and practices and, to the extent they are relevant its investment policy and its exposure to environmental, social and governance risk. Information is disclosed by Instinet Germany GmbH ("IGG" of the "Firm") under these rules, unless it does not apply, or is considered by the Board as being proprietary or confidential information (note: no disclosures have been omitted on these grounds).

1.2 Scope and Frequency of Disclosure

Disclosures are made in respect of (IGG as at the document's reference date, 31 March 2025).

In accordance with the requirements of IFR, disclosures will be made at least on an annual basis and published on the parent Group's corporate website (<https://www.instinet.com/legal-regulatory>).

2.0 CORPORATE STRUCTURE AND BUSINESS OVERVIEW

2.1 Company Information

IGG was incorporated on 8 January 2018 in the Federal Republic of Germany. It has a licence to operate as an investment firm provided by the Federal Financial Services Authority (Bundesanstalt für Finanzdienstleistungsaufsicht - BaFin) as a licenced entity in Germany.

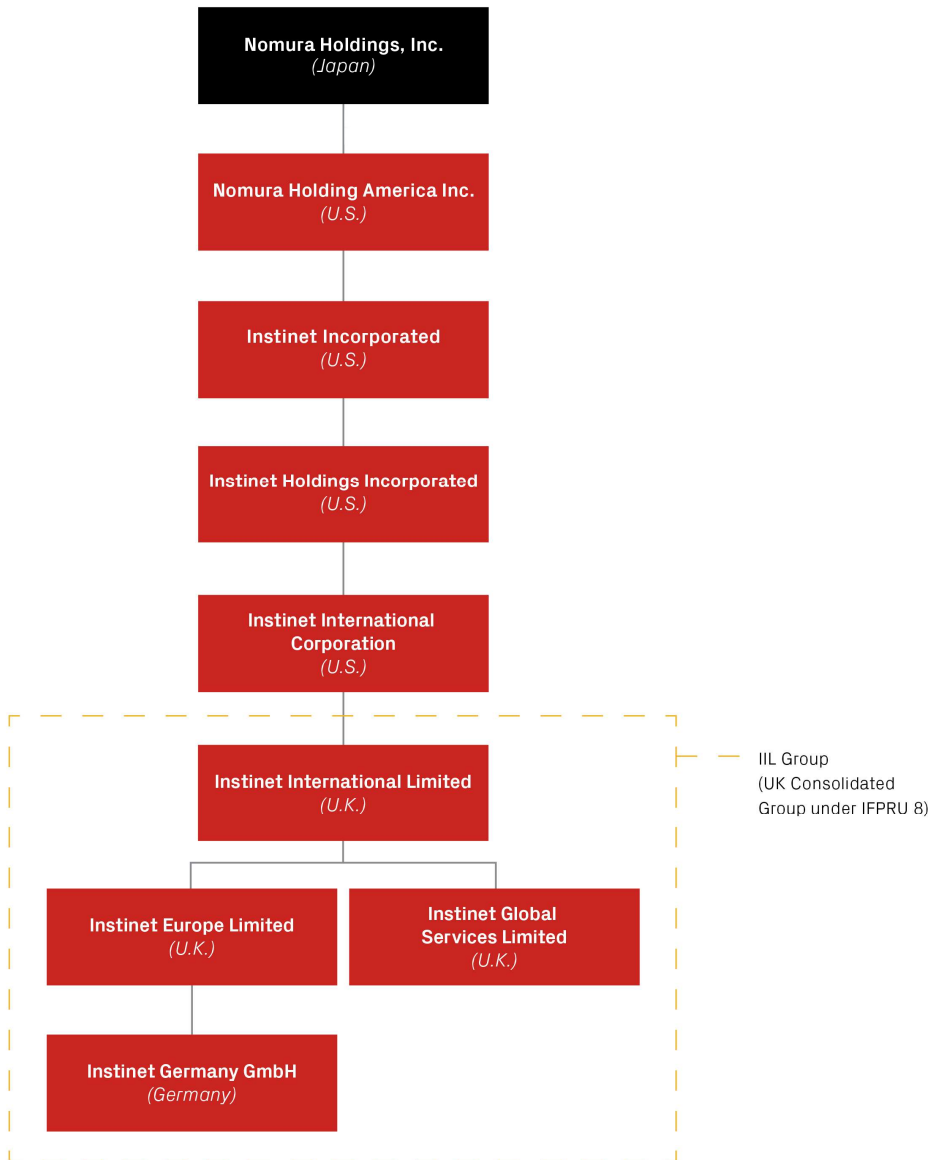
IGG is domiciled in Frankfurt and has a branch in Paris that is regulated by the Autorité des marchés financiers (AMF). As of 31 March 2025, IGG employed two Managing Directors and 17 staff;; the numbers of staff employed was as follows:

Table 2.1.1 – IGG Headcount

Branch	Headcount
Frankfurt	7
Paris	10

IGG is part of the global Instinet group which itself is the cash equities trading division of the Nomura Group. IGG's purpose is to undertake regulated investment business within the EEA, executing transactions on behalf of EEA domiciled clients. IGG is a wholly owned subsidiary of Instinet Europe Limited (IEL) an investment firm which is authorised and regulated in the United Kingdom by the Financial Conduct Authority.

The Instinet Group structure is illustrated in the diagram below.



*Ownership is 100% unless otherwise indicated.

IGG has permission to provide the following investment and ancillary services (in relation to cash equity products) and has passporting rights to provide these services throughout the EEA:

- Reception and transmission of orders in relation to one or more financial instruments; and
- Execution of orders on behalf of clients.

In addition to the desk-aligned Execution products, IGG operates a regulated Multilateral Trading Facility, BlockMatch. BlockMatch is structured such that the only member of the venue BlockMatch EU is IGG. IGG is not providing unique market liquidity, and its execution products are commoditised.

2.2 Business Model

Instinet is a global “agency broker” offering institutional clients and market counterparties access to multiple global execution venues through its subsidiaries around the world, via high touch trader worked equity orders and low touch direct client access to electronic trading and algorithms. The Instinet Group provides “agency” trading services, including algorithms, crossing networks, agency sales trading, global portfolio trading and commission management services, as well as access to third-party research.

IGG’s trading is entirely client order-driven; its primary focus is to enable investors to achieve best execution globally through advanced technology and agency trading. IGG’s execution earnings are driven by commissions on brokerage activities, and it does not trade on a proprietary basis against its own capital, executing its transactions in an AOTC capacity as per MiFID II taxonomy.

2.3 Business Environment

IGG operates in a highly regulated business environment with significant requirements in respect of transaction, financial and regulatory reporting, conduct, risk management and customer service. It is subject to regulations that constantly evolve in response to periods of financial instability, new business practices and economic and political developments and which are becoming more stringent over time in order to promote good practice and stability in the global financial markets.

2.4 Diversity

Instinet, and more widely Nomura, continue to focus on all aspects of diversity and inclusion and are committed to creating an inclusive culture that values the difference in our colleagues and creates an environment where all employees are heard and valued. The Nomura Group Purpose is to aspire to create a better world by harnessing the power of financial markets and considers Diversity, Equity, and Inclusion (DEI) to be an essential component of its key management strategy:

Diversity: The presence of difference in which diverse talents and perspectives exist, encompassing nationality, race, age, gender, gender identity, sexual orientation, religion, beliefs, social status, disability, values, experiences, and more.

Equity: Creating an environment where everyone can achieve their goals by providing resources and opportunities tailored to individual circumstances and needs.

Inclusion: Actions that embrace diverse perspectives and ideas, foster mutual respect and maximize each individual's skills.

The Nomura Group has established governance structures to promote DEI at a global and regional level resulting in the development of DEI initiatives s which Instinet is a participant in. Through these initiatives we aim to increase awareness, engagement and involvement across all aspects of our diversity and inclusion agenda, inclusive of our inclusion networks, community affairs opportunities, health and wellbeing resources and volunteering offerings.

3.0 CORPORATE STRUCTURE AND BUSINESS OVERVIEW

3.1 Corporate Governance Overview and Objectives

IGG's day to day business activities expose it to strategic, operational and financial risks. The Management Board (the "Board") accepts that it cannot place a cap or limit on all of the risks to which the Firm is exposed, however effective risk management ensures that risks, including the risk of failure to achieve objectives and implement strategy and the risk of material financial misstatement or loss, are managed to an acceptable level. The Board, through the Risk and Capital Committee, is ultimately responsible for the implementation of an appropriate risk strategy, defining and communicating the Firm's risk appetite, the establishment and maintenance of effective systems and controls and continued monitoring of adherence to risk management policies.

The Board is supported by the Risk Management division which ensures effective risk governance through development, ownership and maintenance of risk management policies, risk management frameworks, tools and analysis for risk management.

The Firm's approach to risk management within the business is set out within the Board approved Risk Appetite Statement and Risk Management Framework.

3.2 Governance and Oversight

Effective risk management requires a clearly defined risk governance structure, including definitive roles and responsibilities for all individuals involved in the risk management process across the Firm. As well as ensuring clarity of responsibility and accountability, the value that such a framework adds to commercial activities is also acknowledged.

The objectives of the clearly defined governance structure are to:

- Satisfy the needs of the business for proper consideration and decision making;
- To provide clear management support and a monitoring framework to add value to the business and identify and control risks;
- To ensure good governance principals are followed including:
 - Clear remits and definitions of responsibility, authority, accountability and lines of report;
 - Provision of appropriate delegated authority;
 - A framework to facilitate effective checks and balances in the management and oversight processes;
- To allow and encourage effective and constructive challenge of the executive;
- To apply best practice governance principals appropriate to the business.

3.3 Corporate Governance Structure

3.3.1 The Board

The Board's remit is set out below, subject always to shareholder approval where explicitly required in the Neufassung der Geschäftsordnung für die Geschäftsführung:

- 1. Strategy and Management**
 - Take responsibility for overall management of the Firm;
 - Define the Firm's risk appetite and tolerances and ensuring that this is embedded throughout all operations;
 - Approve the Firm's long-term objectives and commercial strategy;
 - Approve the annual operating and capital expenditure budgets and any material changes to them;

- Oversight of all operations and outsourcing arrangements ensuring competent and prudent management, prudent planning, an adequate system of internal controls, adequate accounting and other records, compliance with statutory and regulatory obligations;
- Review of the management's performance in the light of the Firm's strategy, objectives, business plans and budgets and ensuring that any necessary corrective action is taken;
- Approve any decision which materially impacts the Firm from any perspective, including, but not limited to, financial, operational, strategic, or reputational;
- Approve any decision to establish any new business or extend the Firm's activities into new business areas;
- Approve any decision to cease to operate all or any material part of the business;

2. Structure and Capital

- Approve major changes to the Firm's structure, governance or management;
- Approve any changes to the Firm's regulatory or prudential status;
- Monitor capital and liquidity against defined risk appetite and tolerance;

3. Financial Reporting and Controls

- Approve the ICAAP Report, annual report and the accounts, dividend policy, any significant changes in accounting policies or practices, approval of auditors' reports;

4. Internal Controls

- Ensure maintenance of a sound system of internal controls and risk management including receiving reports on, and reviewing the effectiveness of, the Firm's risk and control processes to support its strategy and objectives and undertaking an annual assessment of these processes;

5. Material Commitments

- Approve major capital projects, contracts which are material strategically or by reason of size, market impact etc., major investments, commencement of litigious proceedings and settlement of claims etc.;

6. Approve shareholder communication, if any;

7. Board Membership and Other Appointments

- Approve changes to the structure, size and composition of the board;
- Ensure board considers diversity on the board when making additional appointments;
- Approve membership of any board committees;
- Approve continuation in office of any director at any time, including the suspension or termination of service of any director as an employee, subject to law and their service agreement;
- Appoint and remove the Company Secretary, Chief Risk Officer (if any), external Auditors;
- Approve appointments to the boards of any subsidiaries;

8. Delegation of Authority

- Set out divisions of responsibility between board members (as set out in the roles of responsibility, from time to time amended by the board);
- Approve the terms of reference for any board committees;

- Ensure the board has appropriate management information to oversee performance against financial targets, key risk indicators and key performance indicators;
- Approve the individuals authorised to bind the Firm and set out any conditions to that authorisation;
- Approve any changes to the above;

9. Policies

- Approval of corporate policies and procedures which it would be appropriate for the Board to approve;

The Board also has overall responsibility for the Firm's Risk Management Framework, regulatory compliance and internal control framework and for ensuring that they work effectively.

The Board meets on a quarterly basis with additional meetings as required.

The Board delegates the day-to-day responsibilities to the executive management team. In addition, there are a number of committees that the board have delegated responsibility to perform certain functions.

3.4 Directorships

The table below shows our directors and their number of both internal and external directorships:

Director	Internal directorships	External directorships
Hellfried Schram	1	1
Torben Starkey	1	0

No director's directorship ceased during the year. It is noted however that Torben Starkey was subsequently replaced by Karsten Gruenheid, effective 1st April 2025

Internal directorships are defined as those within the global Instinet and Nomura groups.

3.5 Risk Management Strategy

IGG aligns its risk strategy with its business objectives, adopting a global approach as part of the Nomura Group. The strategy abides by Nomura's standards, complemented with IGG-specific elements where needed, offering comprehensive risk management coverage.

IGG places strong emphasis on cultivating a sound risk culture, expecting all employees to adhere to high ethical standards exemplified by the Nomura Group's Founding Principles.

A key part of the strategy is the implementation and continuous monitoring of risk appetite levels across significant risk categories. This setup ensures the firm's capacity for risk-taking is effectively managed, aligning with available financial resources such as regulatory capital and liquidity, while being adaptable to changing business conditions.

The Management Board of IGG is responsible for the development and the formal approval of the Risk Appetite Statement.

The Risk Appetite Statement is reviewed and updated at the beginning of each financial year in conjunction with the annual business planning process and may also be reviewed and revised at any time in response to emerging risks or to significant changes in business and economic conditions, business strategy, competitive conditions or regulatory requirements.

3.6 Risk Management Approach

IGG has implemented frameworks to evaluate and control the possibility of potential losses arising from Instinet's various operations and transactions.

IGG seeks to understand and control all risks arising from its strategy, whether the risks are proactively entered into (e.g. transaction lifecycle risk) or passively entered into (e.g. information management risk is unavoidable due to the need to use IT infrastructure).

IGG seeks to quantify risks materially impacting the firm as far as possible. In the quantification process, Instinet uses a variety of methods including both statistical analysis and non-statistical methods, such as stress testing. Where risks are difficult to quantify, qualitative guidance in the management of these risks is provided in the Risk appetite statement and in supporting policies and procedures.

IGG seeks to mitigate risks which are outside its area of experience and knowledge, and those that are difficult to control. Such risks are only accepted on an exceptional and limited basis.

3.6.1 Risk Governance

Instinet uses the Three Lines of Defence approach in line with the Nomura Risk Management Policy of Three Lines of Defence and all executives and employees are aware of their roles and actively engage in the firm's risk management.

3.6.2 Risk Monitoring & Reporting

IGG follows Instinet Group's Risk Monitoring and Reporting Frameworks to ensure that risks are controlled within the limits set out under IIL Group's Risk Appetite. Risk Owners along with the respective Control Owners are responsible for identifying the relevant controls that reduce and mitigate their respective risk(s).

3.6.3 Policies and Procedures

IGG has policies in place to cover all major risk categories. These policies outline the minimum requirements that must be followed to identify, assess, control and monitor risks. Compliance with risk management policies supports achievement of the business strategy and balances the needs of all stakeholders.

3.7 Principal Risk Categories

3.7.1 Financial Risks

Market Risk

Market Risk is defined as the risk of losses arising from fluctuations in values of financial assets or debts (including off-balance sheet items) due to fluctuations in market risk factors (interest rates, foreign exchange rates, prices of securities and others).. While this has been identified as a key risk, as an agency-only broker executing client orders, the nature of the business means that market risk is minimal, except in exceptional circumstances, such as the potential contingent equity risk as a result of a credit risk or operational risk event. Instinet has established a Market Risk Management Framework to identify, analyse, evaluate, monitor and report Market Risk in order to manage Market Risk effectively.

Credit Risk

Credit Risk is defined as the risk of loss arising from an obligor's default, insolvency or administrative proceeding which results in the obligor's failure to meet its contractual obligations in accordance with agreed terms.

IGG is exposed to credit risk through counterparty credit risk and concentration risk. Counterparty credit risk is the risk of loss when a counterparty does not meet its trading obligations on DVP Cash trading, FX or SBL activity whereas, concentration risk is where IGG is exposed to concentrated risk to institutional obligors (Banks, CCP's, etc).

Free of Payment (FOP) exposure is also a part of credit risk, occurring when stock and cash do not move simultaneously in the CSD omnibus account.

Instinet has established a Credit Risk Management Standard to identify, analyse, evaluate, monitor and report Credit Risk in order to manage Credit Risk effectively.

Liquidity Risk

Liquidity Risk is defined as the risk of loss arising from difficulty in securing the necessary funding or from a significantly higher cost of funding than normal levels due to deterioration of the Instinet's creditworthiness or deterioration in market conditions

While IGG's exposure to Liquidity Risk is limited due to its outsourcing of the vast majority of its liquidity obligations, Instinet has established an EMEA-wide framework to measure, manage, monitor and report Liquidity Risk in order to manage Liquidity Risk effectively.

3.7.2 Non-Financial Risks

Operational Risk

Operational Risk is defined as the risk of financial loss or non-financial impact arising from inadequate or failed internal processes, people and systems or from external events. It includes in its definition the following Non-Financial Risk categories:

- People
- IT & Cyber
- Business Resilience
- Transaction Lifecycle
- Financial Reporting and Tax
- Fraud
- Prudential Risk Frameworks
- Third Party
- Compliance
- Legal

It does not include strategic risk and reputational risk; however, some operational risks can lead to reputational issues and as such operational and reputational risks may be closely linked.

Instinet has established a framework to identify, assess, monitor and report on Operational Risk in order to manage Operational Risk effectively. Operational Risk is managed mainly through Risk and Control Self-Assessment, Event Reporting, Key Risk Indicators (“KRIs”), and Scenario Analysis.

Reputational Risk

Reputational Risk is defined as the possible damage to Instinet's reputation and associated risk to earnings, capital or liquidity arising from any association, action or inaction which could be perceived by stakeholders to be inappropriate, unethical or inconsistent with Instinet's values and corporate philosophy.

3.7.3 Other Risks

Strategic Risk

Strategic Risk is defined as the risk to current or anticipated earning, capital, liquidity, enterprise value, or the Instinet's reputation arising from adverse business decisions, poor implementation of business decisions, or lack of responsiveness to change in the industry or external environment.

Strategic Risk for Instinet is owned by the IGG Board, supported by the Senior Management team, who are responsible for recommending strategy to the Board and providing oversight of business activities and the execution against that strategy.

4.0 OWN FUNDS AND MINIMUM OWN FUNDS REQUIREMENTS

4.1 Own Funds

The Firm's own funds as at 31 March 2025 are summarized in table 4.1.1 below.

Common Equity Tier 1 Capital

The Firm's regulatory capital consists entirely of CET1 capital, made up of €7.0m of fully paid-up ordinary shares, audited retained earnings and other reserves.

Ordinary shares carry voting rights and are 100% owned by Instinet Europe Limited, incorporated in the United Kingdom. The ultimate parent company is Nomura Holdings, Inc, of Japan.

Capital Deductions

Own funds are subject to the following deductions from CET1:

- Deduction of intangible assets;
- Deduction of free-of-payment deliveries.

Table 4.1.1 – Own Funds

Own funds	31 March 2025 €m	31 March 2024 €m
Common equity Tier 1 (CET1) capital instruments and reserves		
Capital Instruments and Related Share Premium Accounts	7.0	7.0
- Ordinary Shares	7.0	7.0
- Share Premium	0.0	0.0
Retained Earnings	5.7	4.0
Other Reserves	41.5	41.5
CET1 Capital before Regulatory Adjustments	54.2	52.4
CET1 Capital Regulatory Adjustments		
Intangible Assets	(0.8)	(1.1)
Free of Payment Deliveries Deducted from CET1	(0.2)	(0.0)
CET1 Capital	53.1	51.3
Total Own Funds	53.1	51.3

The increase in own funds reflects the inclusion of audited profits for the period ended 31 March 2025.

4.2 Own Funds Requirements

Article 11 of the IFR stipulates that investment firms shall at all times have minimum own funds equivalent to the higher of.

- Permanent Minimum Requirement (PMR) – a flat minimum requirement of €750k;
- Fixed Overheads Requirement (FOR) – one-quarter of the fixed overhead costs of the previous year. This is an amount used as a proxy for sufficient funds to begin wind-down in an orderly way;
- K-Factor Requirement (KFR) – the amount of own funds sufficient to cover the risk of harm from the ongoing operation of the Firm's business.

The k-factors are attributed to three risk categories:

- RtC: Risk to Client;
- RtM: Risk to Market;
- RtF: Risk to Firm;

The capital requirement from the K-factor formula is the sum of RtC, RtM & RtF. To capture each of these three components firms are required to use their own metrics (below) multiplied by prescribed K-factors.

Risk type	K-factor	Co-efficient	Summary
Risk-to-Customers (RtC): quantification of the potential harm the firm may pose to its customers	K-AUM (assets under management)	0.02%	Value of assets that a firm manages for its customers. N/A
	K-CMH (client money held)	0.4% (on segregated accounts) 0.5% (on non-segregated accounts)	Amount of client money that a firm holds, considering the legal arrangements in relation to asset segregation and irrespective of the national accounting regime applicable to client money.
	K-ASA (safeguarded assets)	0.04%	Value of assets that a firm safeguards and administers for clients, irrespective of whether assets appear on the firm's own balance sheet or third-party accounts.
	K-COH (client orders handled)	0.1% (cash trades) 0.01% (derivatives)	Value of orders that an investment firm handles for clients, through the reception and transmission of client orders and through the execution of orders on behalf of clients.
Risk-to-Market (RtM): K-factor	K-NPR (net position risk)	N/A	Position risk charge calculated using

<p>requirement for trading book positions but this includes other positions where these give rise to FX risk</p>			<p>standardised approach.</p> <p>Intercompany positions are eliminated on consolidation.</p> <p>Positions may only be aggregated across Group companies with permission (i.e. NPR positions are additive).</p>
	<p>K-CMG (clearing member guarantee)</p>	<p>N/A</p>	<p>This is the amount of the total margin required by a clearing member or qualifying central counterparty.</p> <p>Requires permission from the FCA: MIFIDPRU 4 Annex 7</p>
<p>Risk-to-Firm (RtF): quantification of a firm's exposure to the default of its trading partners</p>	<p>K-TCD (trading counterparty default)</p>	<p>α * (exposure value-collateral) * CVA</p> <p>$\alpha = 1.2$</p> <p>Exposure value = Max (0, (RC+PFCE-C))</p>	<p>Exposure in the trading book of a firm in instruments and transactions giving rise to risk of trading counterparty default.</p>
	<p>K-DTF (daily trading flow)</p>	<p>0.1% (cash trades)</p> <p>0.01% (derivatives)</p>	<p>Daily value of transactions that a firm enters through dealing on own account or the execution of orders on behalf of clients in its own name, excluding the value of orders that a firm handles for clients through the reception and transmission of client orders and through the execution of orders on behalf of clients which are already considered in the scope of K-COH.</p>
	<p>K-CON</p>	<p>N/A</p>	<p>Exposure in the trading book of a firm to a client or group of connected clients which exceeds the limits in the IFR.</p>

The following Risk Types and K-Factors are not applicable to the Firm's business model:

- K-AUM: The Firm manages no assets;
- K-ASA: The Firm, although it holds client money, operates no safeguarding accounts;
- K-NPR: The Firm has no trading book and no permission to deal on its own account
- K-COH: Client orders are calculated under the K-DTF factor;
- K-CMG: No margin is placed with CCPs;
- K-TCD: The Firm is not exposed to counterparty credit risk;
- K-CON: The Firm has no trading book.

The Firm calculates its minimum own funds requirements on a daily basis in accordance with the requirements set out in Parts Three and Four of the IFR. A summary report, which includes variance analysis and points of note, is distributed widely to key management.

As at 31 March 2024 the Firm's own funds requirements were as follows:

Table 4.2.1 – Minimum Own Funds Requirements

	31 March 2025	31 March 2024
	€m	€m
	Capital Requirement	Capital Requirement
Permanent Minimum Requirement	0.8	0.8
Total K-factor Requirement	2.1	1.7
Risk-to-Client (RtC)	0.0	0.0
Risk-to-Market (RtM)	0.0	0.0
Risk-to-Firm (RtF)	2.1	1.7
Fixed Overheads Requirement	6.2	6.9
Own Funds Requirement	6.2	6.9

The Firm is required, at all times, to satisfy the following minimum own funds requirements:

- Common Equity Tier 1 capital ratio \geq 56%;
- Tier 1 capital ratio \geq 75%; and
- Total capital ratio \geq 100%.

The Firm's capital ratios as at 31 March 2025 and 31 March 2024 are summarised below:

Table 4.2.2 – Capital Ratios

	31 March 2025	31 March 2024
	%	%
Risk-Based Capital Ratios – Own Fund as a Percentage of Minimum Own Funds Requirement		
Common Equity Tier 1 Capital Ratio pre-adjustments	879.7%	763.7%
Tier 1 Capital Ratio	862.6%	747.5%
Total Capital Ratio	862.6%	747.5%

Additionally, the Firm undertakes an assessment of the financial impact of any harm that is not covered by its PMR, FOR or KFR in determining its Total Own Funds Requirement in its annual Internal Capital Adequacy Assessment Process.

5.0 THE INTERNAL CAPITAL ADEQUACY ASSESSMENT PROCESS (ICAAP)

In addition to the minimum own funds' requirements, calculated under the requirements of the IFR, the Board assesses whether IGG needs to hold further capital to mitigate other potential harms that may arise in relation to its activities. This includes an assessment of how a severe but plausible economic or idiosyncratic stress could affect its ability to meet its capital requirement.

IGG uses plausible hypothetical scenarios to identify and assess whether any additional capital is required to support its current and future activities, in accordance with article 50 of the IFR. These scenarios are also used to establish any requirement to hold additional own funds should non-business-as-usual (non-BAU) scenarios result in the regulatory capital and liquidity requirements being over and above the minimum calculated.

Further, as well as assessing the adequacy of capital held against the risks to which the Firm is exposed, IGG also considers actions that management would take under these scenarios to mitigate the need for any additional capital and liquid assets holdings.

The ICAAP is reviewed and approved by the Board at least annually. It is a live document consequently, if significant business changes occur between annual review dates, the ICAAP is amended and resubmitted for review and approval.

6.0 REMUNERATION DISCLOSURE

IGG does not benefit from the derogations laid down in Article 32(4) of the Investment Firms Directive (Directive (EU) 2019/2034 (IFD)) and, consequently, is subject to the disclosure requirements set out in Article 51 of the IFR.

6.1 Remuneration Policy and Process

For the period ending 31 March 2025, IGG's remuneration policies and processes were subject to the oversight of the Remuneration Committee established by its Instinet International Limited, the consolidating entity of the Instinet EMEA Group. The Committee is comprised of the Chair of the IIL Board (who shall also act as the Chair of the Committee), one non-executive director appointed by Nomura and one independent non-executive director of the Board or if there is no independent non-executive director appointed to the Board, any other non-executive Director. The duties, as documented in the Terms of Reference of the Remuneration Committee (the "Committee"), are set out below.

- The Committee shall determine and agree with the Board the framework or broad policy for the remuneration of the Firm's employees (the "Remuneration Policy"). No director or manager shall be involved in any decisions as regards to their own remuneration;
- In determining the Remuneration Policy, the Committee shall take into account all factors which it deems necessary, including, but without limitation, its regulatory obligations as an entity regulated by the BaFin and appropriate incentives to encourage enhanced performance;
- The Committee shall review the ongoing appropriateness and relevance of the Remuneration Policy;
- The Committee shall:
 - a. Review and note annually the remuneration trends across the Firm; and
 - b. Oversee any major changes in employee benefit structures throughout the company.
- The Committee shall obtain reliable, up to date market information about remuneration. The Committee shall have full authority to commission any reports or surveys which it deems necessary to help it fulfil its obligations;

- The Committee shall consider such other matters as may be requested by the Board.

6.2 Relevant Staff

Remuneration disclosures cover relevant staff as defined by Article 30(1) of the IFD:

“Categories of staff, including senior management, risk takers, staff engaged in control functions and any employees receiving overall remuneration equal to at least the lowest remuneration received by senior management or risk takers, whose professional activities have a material impact on the risk profile of the investment firm”

Material risk takers are identified on both qualitative and quantitative criteria with reference to EBA Regulatory Technical Standards.

6.3 Link Between Pay and Performance for Relevant Staff

Remuneration for employees is made up of fixed pay (i.e. salary and benefits) and performance-related pay based on individual, Firm and Group performance. The variable bonus pool is set by the Firm’s immediate parent company in consultation with its ultimate parent company. IGG proposes individual allocation based on, inter alia, appraisals. The appraisal takes into account consideration of regulatory compliance and risk behaviour. Proposals are then submitted to the Committee for approval. Bonuses are completely discretionary, so the structure of the remuneration package is such that the Firm can operate a truly flexible bonus policy.

Employees engaged in risk and control functions are independent of the business units they oversee. Their remuneration, both fixed and variable, is determined centrally with no involvement from the front-line business.

6.4 Remuneration disclosure

For the Performance Period to 31 March 2025, the aggregate total compensation paid to all IGG's 17 staff and two Management Board members was €3.7m.

The following table provides remuneration information for senior management and members of staff whose actions have a material impact on the risk profile of the firm, in line with Article 51 requirements.

	IGG Remuneration €'000
Number of Employees (incl. two board members).	5
Total Remuneration (of which)	1,533.5
Fixed	1,205.0
Variable	328.5
Of which paid up	-
Cash	182.6
Shares	-
Share-linked instruments	-
Of which deferred	-
Cash	-
Shares	-

Share-linked instruments	-
Deferred Remuneration Awarded for Previous Periods	181.5
Of which vesting in the financial year	113.6
Of which reduced through Performance Adjustments	-
Of which vesting in the Subsequent Financial Years	67.9
Guaranteed variable remuneration awards during the year	-
Number of beneficiaries	-
Severance Payments	-
Awarded in Previous Periods	-
Awarded During the Financial Year	-
Of which Paid Upfront	-
Deferred	-
Number of Beneficiaries	-
Highest Single Payment	-

7.0 INVESTMENT POLICY

IGG does not take proprietary positions and, therefore, holds no shares, either directly or indirectly, in companies whose shares are admitted to trading on a regulated market. Consequently, the disclosure requirements under Article 52 of the IFR are not applicable to the Firm.

8.0 ENVIRONMENTAL, SOCIAL AND GOVERNANCE RISKS

Environmental, social and governance (ESG) risks are risks of any negative financial impact stemming from the current or prospective impacts of ESG factors on counterparties or invested assets or on the solvency of an entity.

IGG aligns to the Nomura Group approach for managing ESG risks, outlined in the Nomura Group Sustainability report, available on the Nomura's Corporate Website (<https://www.nomuraholdings.com/en/investor/library/ar.html>)

8.1 Environmental Matters

The Board considers the potential for a negative financial impact from current or prospective (climate related) environmental factors on counterparties or invested assets.

- **Physical Risk:** Climate change indicates more frequent or severe weather disasters such as flooding, droughts and storms that bring 'physical risks'. The Firm however, has minimal banking book exposures, with the exception of settlement positions, consequently it is not invested in assets in sectors or geographies subject to chronic or acute climate related hazard;
- **Transition Risk:** The risk attributed to the cost of shifting values and asset prices when moving towards a less polluting, greener economy. As the Firm is not invested in any medium- of long- term assets its risk of exposure to counterparties negatively impacted by transition to a low carbon economy due to government policy, behavioural (consumer preference) or technological changes is minimal e.g. IGG has no exposures to carbon intensive firms on its balance sheet;

- **Liability Risk:** The Board does not consider the Firm to be at risk from the threat of litigation from parties who could suffer loss or damage from climate change.

8.2 Social and Employee Aspects

IGG believes that it has a responsibility to ensure that its business is conducted in an ethical way and it actively addresses social issues. As part of this process, a Modern Slavery and Human Trafficking Standard (the "MSA Policy") is in place, which seeks to identify and manage slavery and human trafficking risk in our business and supply chains. In addition, IGG is subject to the Nomura Corporate Social Responsibility and Code of Ethics Policy.

The Board considers the potential negative financial impacts of a failure to address social issues on:

- Hiring and recruiting;
- Professional development (career management and employability, remuneration system and training);
- Diversity and inclusion (its diversity strategy addresses equal treatment in employment and occupation including age, gender, sexual orientation, religion, disability, ethnic origin and other relevant aspects).

8.3 Governance

Nomura Group integrates ESG factors and risks, in both governance arrangements and in the risk appetite framework, IGG aligns to the group approach.

ESG factors, amongst others, are considered when reviewing:

- Corporate governance policies, frameworks and codes;
- Privacy and data security policies;
- The criteria applied when selecting directors;

Additionally, IGG takes all reasonable and necessary steps in the prevention of Financial Crime risks affecting the Firm, its clients, and the wider market by implementing controls relating to bribery, corruption, fraud, money laundering, terrorist financing, tax evasion and/or the contravention of financial Sanction law.

8.4 Qualitative and quantitative disclosure templates

Both qualitative and quantitative ESG disclosures are mandatory for class 2 investment firms for accounting periods commencing 22 December 2022 (Article 35 IFD). The EBA has published draft ITS on Pillar 3 disclosures on ESG risks, however these disclosures have been designed to apply to, and will only be mandated for, large institutions that have issued instruments traded on regulated markets, a population that does not include IGG.

CONTACT INFORMATION

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APPENDIX 1: OWN FUNDS DISCLOSURE

Capital instruments main features		Common Equity
1	Issuer	Instinet Germany GmbH
2	Unique identifier (e.g. CUSIP, ISIN or Bloomberg identifier for private placement)	N/A
3	Governing law(s) of the instrument	Germany
<i>Regulatory treatment</i>		
4	Investment Firms Regulation (Regulation (EU) 2019/2033 (IFR))	Common Equity Tier 1
5	Investment Firms Directive (Directive (EU) 2019/2034 (IFD))	Common Equity Tier 1
6	Eligible at solo/(sub-)consolidated/ solo&(sub-)consolidated	Solo and consolidated
7	Instrument type (types to be specified by each jurisdiction)	Common shares
8	Amount recognised in regulatory capital (Currency in million, as of most recent reporting date)	€7.0million
9	Nominal amount of instrument	€1.0
	a. Issue price	€1.0
	b. Redemption price	N/A
10	Accounting classification	Shareholders' equity
11	Original date of issuance	8 January 2018
12	Perpetual or dated	Perpetual
13	Original maturity date	N/A
14	Issuer call subject to prior regulatory approval	No
15	Optional call date, contingent call dates and redemption amount	N/A
16	Subsequent call dates if applicable	N/A
<i>Coupons / dividends</i>		
17	Fixed or floating dividend / coupon	Floating
18	Coupon rate and any related index	N/A
19	Existence of a dividend stopper	No
20	a. Fully discretionary, partially discretionary or mandatory (in terms of timing)	Fully discretionary

	b. Fully discretionary, partially discretionary or mandatory (in terms of amount)	Fully discretionary
21	Existence of step-up or other incentive to redeem	No
22	Non-cumulative or cumulative	Non-cumulative
23	Convertible or non-convertible	Non-convertible
24	If convertible, conversion trigger(s)	N/A
25	If convertible, fully or partially	N/A
26	If convertible, conversion rate	N/A
27	If convertible, mandatory or optional conversion	N/A
28	If convertible, specify instrument type convertible into	N/A
29	If convertible, specify issuer of instrument it converts into	N/A
30	<i>Write-down features</i>	No
31	If write-down, write-down trigger(s)	N/A
32	If write-down, full or partial	N/A
33	If write-down, permanent or temporary	N/A
34	If temporary write-down, description of write-up mechanism	N/A
35	Position in subordination hierarchy in liquidation (specify instrument type immediately senior to instrument)	Subordinate to senior creditors
36	Non-compliant transitional features	No
37	If yes, specify non-compliant features	N/A