

## **Introduction**

This is the CPS 511 Remuneration disclosure for Aspen Insurance UK Limited – Australian Branch (the Branch) for the year ended 31 December 2024.

## **Oversight and Governance of the Remuneration Framework**

The Senior Officer Outside Australia (SOOA) is responsible for overseeing the remuneration policy and framework of the Branch and its effective application consistent with the Branch's size, business mix and complexity of operations.

The SOOA reviews the Branch's remuneration policy, as considered necessary, to ensure the alignment of the remuneration policy with the requirements of APRA's Prudential Standard CPS 511 Remuneration and the Financial Accountability Regime (FAR).

The Branch does not have any employees in Australia who are subject to the requirements of the Branch's remuneration policy.

## **The Branch's Remuneration Policy**

As a foreign accountable entity under the FAR, the Branch complies with the relevant deferred variable remuneration obligations. Subject to the amount of variable remuneration exceeding a relevant threshold, 40% of the relevant person's variable remuneration would be deferred for a minimum period of 4 years. The Branch's FAR policy requires a proportionate reduction in the relevant person's deferred variable remuneration if that person fails to comply with their documented accountabilities.