London CIV MIFIDPRU 8 Disclosure

July 2026

Introduction

The Financial Conduct Authority ("FCA" or "regulator") in the Prudential sourcebook for MiFID Investment Companies in the FCA Handbook ("MIFIDPRU") sets out the detailed prudential requirements that apply to London LGPS CIV Limited ('London CIV' the 'Company').

Chapter 8 of MIFIDPRU ("MIFIDPRU 8") sets out public disclosure rules and guidance with which the Company must comply, further to those prudential requirements. London CIV is classified under MIFIDPRU as a small and non-interconnected MIFIDPRU investment Company ("SNI MIFIDPRU Investment Company"). As such, the Company is required by MIFIDPRU 8 to disclose information regarding its remuneration framework and practices.

The purpose of these disclosures is to give stakeholders and market participants an insight into the Company's culture and to assist stakeholders in making more informed decisions about their relationship with the Company.

This document has been prepared by London CIV in accordance with the requirements of MIFIDPRU 8. Unless otherwise stated, all figures are as at 31st March 2026 financial year-end.

Our purpose

Working together to deliver sustainable prosperity for the communities that count on us all

Our values

Collaboration

We work together to build and sustain strong partnerships both internally and externally

Responsibility

We are committed to deliver on our promises, meet the needs of our stakeholders and go the extra mile

Integrity

We act with honesty, ethics, and respect in everything we do

Diversity

We respect and celebrate our differences and create an inclusive environment where everyone feels welcome

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Remuneration Policy and Practices

Overview

The objective of the Company's remuneration policy is to attract, recruit, retain and motivate staff of the calibre necessary to achieve the Company's corporate objectives and long-term strategic goals.

The Company is committed to ensuring that its remuneration policies and practices are consistent with and promote sound and effective risk management and achieve their stated objectives.

The Company is committed to ensuring that its remuneration policies and practices promote equality of opportunity and a diverse and inclusive organisational culture.

The remuneration policy of the Company is designed to ensure that the Company complies with the following FCA remuneration requirements:

- SYSC 19B Alternative Investment Fund Managers Remuneration Code (see Section 5) – applies to Remuneration Code Staff only.
- SYSC 19G MIFIDPRU Remuneration Code – applies to all staff.
- MIFDPRU 8.6 Disclosure of remuneration policies and practices – applies to all staff.

Responsibility for setting, oversight and supervision of the Company Remuneration Policy lies with the Board of the Company (the "Board") which has delegated some functions and responsibilities to the Remuneration and Nomination Committee.

The Remuneration and Nomination Committee ("RemNomCo") is responsible for recommending and overseeing effective implementation of the Company Remuneration Policy in accordance with the Committee's Terms of Reference and the MIFIDPRU Remuneration Code as applicable to SNI investment firms.

A RemNomCo "senior pay panel", is responsible for deciding the pay of the Company's Chief Executive, executive directors and other Executive Committee members. RemNomCo also determines the remuneration of the Chair of the Board.

The Board itself shall determine the remuneration of the non-executive directors. No director shall be involved in any decisions as to their own remuneration.

In respect of all staff, the Company's remuneration arrangements are based on the principle that remuneration arrangements must: attract, recruit, retain and motivate staff of the calibre necessary to achieve the Company's corporate objectives and long term strategic goals; promote equality of opportunity and a diverse and inclusive organisational culture; be aligned with the Company's risk appetite and business strategy, objectives, values and interests of the Company and its Partner Funds; avoid conflicts of interest; and achieve their stated objectives, having regard to the views of shareholders and other stakeholders.

The remuneration arrangements must not encourage risk-taking which is inconsistent with the risk profile of the Company or its Partner Funds.

Quantitative Remuneration Disclosure

The total amount of remuneration (including pension contributions) awarded to all staff as disclosed in the Company's Annual Report and Financial Statements for the year to March 2026 in relation to services to the Company was £7.3 million and only comprised fixed compensation. For these purposes, staff is defined as staff and directors.

APPROVED: London CIV, July 2026