

Leadenhall Capital Partners LLP

Remuneration Policy Rider

10 March 2021

This document sets out information on how the Remuneration Policy of Leadenhall Capital Partners LLP (together with its subsidiary undertakings from time to time, “**Leadenhall**”) includes the assessment of sustainability risks, as required by the EU Sustainable Finance Disclosure Regulation.

The risk-limiting features of Leadenhall’s Remuneration Policy include (amongst other things) the application of non-financial metrics, such as an assessment of an employee’s compliance with Leadenhall’s risk management and compliance policies (including Leadenhall’s Sustainability Risks (ESG) Policy, where applicable). Leadenhall will compensate those employees who support the business strategy, objectives, values and who act in the long-term interest of the firm.

Leadenhall performs an annual performance review with each employee during which some objectives for the following year are discussed and agreed. This assessment is based on both quantitative criteria and qualitative criteria (for example, holistic assessment of general adherence to certain policies and procedures, including an assessment of whether the employee has complied with Leadenhall’s sustainability policies, including the Sustainability Risks (ESG) Policy, together with all the other qualitative aspects as highlighted in Leadenhall’s Remuneration Policy).

This assessment of compliance with the Sustainability Risks (ESG) Policy will be carried out by the Chief Executive Officer. In general terms, a positive or neutral assessment of overall compliance by an employee with the Sustainability Risks (ESG) Policy would not in itself be expected to contribute to any additional variable remuneration being awarded to an individual employee. However, in extreme cases, a negative assessment of overall compliance by an individual employee with the Sustainability Risks (ESG) Policy may result in a reduction in any variable remuneration amount which would otherwise have been awarded to that individual. The amount of any such reduction together with a written performance review for each partner and member of staff are part of the proposals made by Leadenhall’s Chairman and Chief Executive Officer to the Leadenhall Remuneration Committee. The final decision on all remuneration matters rests with the Remuneration Committee.