



## LCH Ltd: Remuneration

LCH Ltd undertakes to reward all employees fairly, regardless of job function, race, religion, colour, national or ethnic origin, sex, sexual orientation, marital status, pregnancy, maternity, disability or age.

It is the policy of LCH Ltd to operate competitive remuneration policies so as to attract, retain and motivate an appropriate workforce for the ongoing success of the LCH Ltd. LCH Ltd is also committed to ensuring that its reward practices promote sound and effective risk management and do not create incentives to relax risk standards.

It is the policy of LCH Ltd to comply with any and all regulatory frameworks which apply to the remuneration of any employees of the LCH Ltd.

Rewards for staff will be aligned to both performance and risk profile and in all cases will be in line with corporate strategy, objectives, corporate competencies and long- term interests of LCH Ltd. LCH Ltd's remuneration policy includes measures to avoid conflicts of interest.