

Remuneration Code Disclosure 2019

INVESTMENT QUORUM LTD

Year ended 30 September 2018

Dated January 2019

OVERVIEW

A separate remuneration committee exists as a sub-committee of the board including the Non-Executive Director. No external consultants have been engaged on remuneration matters.

PAY & PERFORMANCE

Remuneration is reviewed annually, in conjunction with the appraisal process. A recommendation regarding salary and bonus levels is made by the IQ Remuneration Committee.

The non-executive director is only entitled to receive fees and does not participate in any bonus scheme, nor does he receive any pension arrangements or other benefits.

AGGREGATE REMUNERATION DATA (£'000)

The total remuneration to Directors and other Code Staff in the year ended 30 September 2018 was £392k, being six individuals.

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