

Purpose and Scope

This document presents the public disclosures, in accordance with the requirements of the UK Financial Conduct Authority ('FCA') as set out in chapter MIFIDPRU 8 of the FCA's Handbook of Rules and Guidance, for NEX SEF Limited ('NSL' or the 'Firm'), which is incorporated in the United Kingdom and is authorised by the FCA as a small, non-interconnected ('SNI') MIFIDPRU investment firm. All disclosures, unless otherwise stated, apply as at 31 December 2022 (the 'Reference Date') or for the 12-month period ending 31 December 2022 (the 'Disclosure Period').

These disclosures are prepared solely for the purpose of fulfilling NSL's obligations pursuant to MIFIDPRU 8. They are not externally audited and do not form any part of the Firm's financial statements. These disclosures are subject to internal verification and are reviewed and approved by the Firm's Board of Directors.

Disclosures

The following disclosures are made, referencing the MIFIDPRU requirements that are applicable to the Firm that are satisfied in each case.

MIFIDPRU 8.1 **Disclosure policy**

NSL's MIFIDPRU disclosures are published annually, on the same date as its annual financial statements. More frequent disclosures will be made if there is a material change in the Firm's circumstances that affects the content of the disclosures. These disclosures are published on the website www.cmegroup.com.

MIFIDPRU 8.6 **Remuneration policy and practices**

NSL's Remuneration Policy defines the general compensation framework applicable to all staff. The principles of the Remuneration Policy are applied in view of:

- rewarding the achievement of long-term sustainable performance;
- attracting, developing and retaining people with the ability, skills and experience to deliver on the Firm's strategy, regardless of any protected characteristics they may hold or any factor unrelated to performance or experience;
- counteracting excessive risk taking and incentivising employees to deliver sustainable performance that is consistent with healthy and effective risk management;
- creating an alignment between the rewards and risk exposure for employees; and
- delivering remuneration that is affordable and appropriate in terms of value allocated to shareholders and employees.

There is never an obligation to pay out variable remuneration to NSL employees in any year. Therefore, it shall be possible to set the variable remuneration to zero. Any variable remuneration will be awarded on the basis of various criteria including long-term objectives, individual achievements, team achievements and Firm achievements, which will be of a financial and non-financial nature. Consistent with Group-wide practices, annual performance reviews are conducted for each employee of the organisation. These performance reviews form the basis of awarding variable remuneration and serve as a key link between pay and performance. Variable remuneration may be awarded in cash, Group shares or a combination of both.

The following table presents the aggregate remuneration awarded to staff in the Disclosure Period:

	(GBP thousands)
Fixed remuneration	5,900
Variable remuneration	4,371
TOTAL	10,271

