

AIFMD remuneration disclosure for Octopus AIF Management Limited for the year ended 30 April 2025

This disclosure forms part of the non-audited section of the annual report and accounts.

Octopus AIF Management Limited (the 'Firm' or 'OAIFM'), is required to ensure it implements remuneration policies and practices for relevant staff that are consistent, and promote sound and effective risk management, while avoiding risk-taking which is inconsistent with the risk profile of each fund.

The Firm is part of Octopus Group Holdings Limited (the 'Group'). Those who perform activities on behalf of OAIFM also do so for other Group entities. Consequently, for the purposes of this disclosure, remuneration values expressed below are a portion of total remuneration for those individuals who perform activities for OAIFM, calculated on the basis of an objective apportionment of time spent performing activities for OAIFM and/or the performing management of funds managed by OAIFM.

Employee Remuneration Disclosure

OAIFM remuneration considers two main categories of staff:

- i. Code Staff – these are staff members whose professional activities could have a material impact on the risk profile of the Firm. They include Senior Management as well as individuals who can expose the Firm, or its funds, to material risk; and
- ii. Other Staff – all other staff, who are not code staff.

	Number of Staff	Fixed (i.e. base salary)	Variable (LTIPs, Annual Bonus)
Code Staff	9	£270,000	£44,746
Other Staff	6	£88,350	£16,960
Total	15	£358,350	£61,707