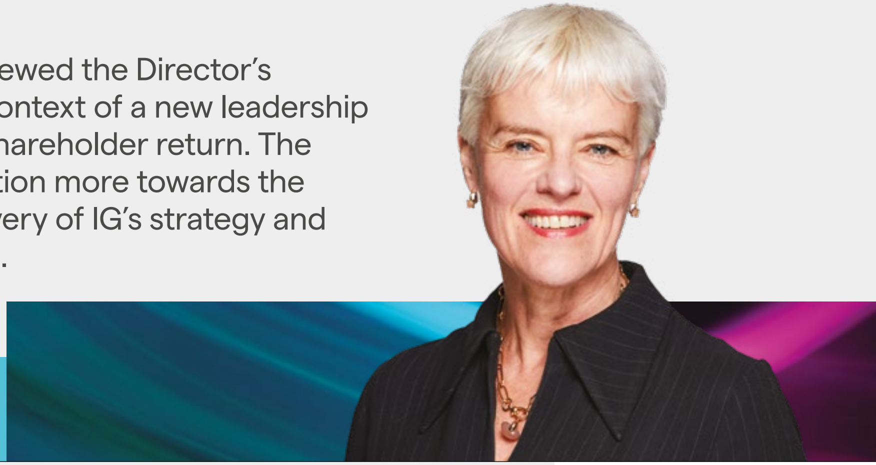
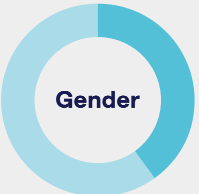
During FY25, the Committee reviewed the Director's Remuneration Policy within the context of a new leadership team and a focus on improving shareholder return. The proposed policy shifts remuneration more towards the longer-term, supporting the delivery of IG's strategy and the creation of shareholder value.



Helen Stevenson
Chair of the Remuneration Committee

Committee overview

0 – 3 years	0%
4 – 6 years	60%
7+ years	40%



Female	40%
Male	60%

Meetings and membership

	Meetings attended
Helen Stevenson (Chair)	7/8
Mike McTighe	8/8
Jonathan Moulds	7/8
Andrew Didham	8/8
Sally-Ann Hibberd	8/8

- Five independent Non-Executive Directors comprise our Remuneration Committee (the Committee). Their biographies can be found on pages 52-54
- The Remuneration Committee met eight times during the year, including three ad hoc meetings to discuss the Directors' Remuneration Policy
- The Board Chair is a member of the Committee and the CEO attends meetings by invitation. The Chief Business Officer (who has Executive Management responsibility for the People function), Head of Reward, and representatives from other areas of the business, including Risk and Compliance, are also invited to attend as appropriate. Individuals do not attend or take part in discussions related to their own remuneration. Deloitte LLP is the independent advisor to the Committee and also attends meetings by invitation

FY25 Key focus areas

- Reviewing our Directors' Remuneration Policy, in particular our approach to variable pay, to ensure executive remuneration is aligned to the strategy and incentivises sustainable growth and long-term value creation
- Determining the remuneration arrangements for the new CFO
- Evolving our approach to variable pay across the wider workforce, to support a high-performance culture within the Group
- Continuing to assure effectiveness of our remuneration governance framework, and monitoring any applicable changes in the corporate governance and regulatory landscape

Contents

Chair's overview

FY25 was a strong year for IG as the Group effectively capitalised on stronger market conditions across a range of asset classes. Total revenue increased by almost 9% year-on-year, with trading revenue growth compensating for reduced interest income resulting from lower monetary policy rates. Adjusted PBT reached £535.8 million and net own funds generated from operations totalled £428 million, representing the highest levels in IG's history.

During the year the Group also made excellent progress to strengthen our foundations, launching initiatives that will evolve our proposition and enhance scalability. We have focused on improving our products and delivered new content and features at increased pace this year. Looking ahead, our focus will be on building on this progress, enhancing our approach to performance management and reward and bringing top-tier talent to IG. Our new Remuneration Policy is a key enabler to delivering this strategy which, subject shareholder approval, we will implement for FY26.

Directors' Remuneration Policy review

Over the last 18 months IG has secured a new senior leadership team and the Group now has a sharpened focus on delivering improved shareholder returns through a step change in sustainable revenue and earnings growth. In this context, the Committee has reviewed the remuneration policy, and is looking to make changes to shift the balance of remuneration more towards the longer term to support the delivery of this strategy and the creation of shareholder value. A policy review was due in 2026 but given this context we are bringing a new policy early to the 2025 AGM.

The step change in both sustainable revenue and earnings growth will be achieved through investment in existing products, closing product gaps, enhancing marketing capabilities, increasing efficiency, and embedding a high-performance culture across the business. Successful execution of this strategy will result in both earnings growth and multiple expansion which will create long-term, sustainable value for our shareholders. Alongside organic growth, expansion may be complemented through value accretive M&A in order to further accelerate performance. The Board believes that the current management team are highly capable and critical to delivery of the strategy – it is therefore crucial that we retain and incentivise our senior leaders to deliver on the strategy.

Our last Policy was approved by shareholders in 2023 where we took an initial step to shift the balance of remuneration towards a more forward-looking long-term structure. The Committee has undertaken another full review of our approach to remuneration for our Executive Directors and other senior leaders to ensure that they are fit for purpose and support delivery of our evolving strategy.

The key objectives for the review were that remuneration arrangements should:

- Support delivery of the business strategy and shareholder value creation
- Provide a market-competitive level of reward to retain and incentivise management
- Deliver fair outcomes to both shareholders and management through varying periods of volatility
- Be simple to communicate to both shareholders and participants, and to administer

As part of the Policy review, over recent months the Committee has engaged with investors and shareholder advisory bodies. Over 50% of our shareholder base was included in the consultation process and I am pleased to say that overall investors were very supportive of the proposals.

Overall, the Committee believes that this proposal is a positive step forward to align with market practice and to create a remuneration framework that incentivises management to deliver sustained improvements in key success metrics and to create value for shareholders.

Details of the policy, including proposed changes are provided on page 91-99.

FY25 incentive outcomes

The annual award component of the FY25 SPP, which comprises 70% of the overall SPP opportunity, was based 40% on EPS, 10% on diversified revenue and 20% on non-financial performance.

Reflecting the Group's strong performance in FY25, adjusted EPS of 114.1 pence exceeded the maximum target set, resulting in the full payout for this element. Diversified revenue performance was between threshold and target, resulting in an outcome of 40% of maximum for this element. The Committee also determined that the underpin which applies to the diversified revenue portion of the award has been met – this included an assessment for the Committee to satisfy itself that revenue growth in these areas is sustainable.

Non-financial performance during the year was assessed against progress achieved in key areas, including strategic priorities and product expansion, customer experience, risk management and colleague engagement. During the year we have made strong progress in a number of areas, including the release of several new products and the acquisition of Freetrade, with a consistently strong customer experience demonstrated by 100% achievement of our platform uptime target. We also had no significant regulatory breaches and colleague engagement scores, while below the industry benchmark, tracked positively over the year and remain robust given changes made within the business.

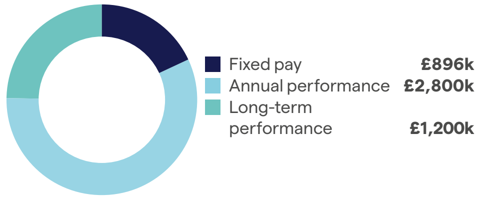
Overall, the Committee is of the view that non-financial performance over the year has been very strong and furthers the foundations for future growth as part of the refreshed strategy. Taking all of this into account, after careful assessment the Committee judged that the outcome of the non-financial performance metric was 86% of maximum.

Based on the above, the overall outcome of the annual component of the FY25 SPP award was 61% out of a total of 70% (87.5% of maximum). The Committee is satisfied that this outcome is in line with overall performance of the Group and therefore no discretion has been applied to this. The award was granted following the announcement of results for the year and will be delivered 42.86% in cash at that point, 28.57% in share options released in July 2028 (subject to a further six-month retention period), and 28.57% in share options released in July 2029.

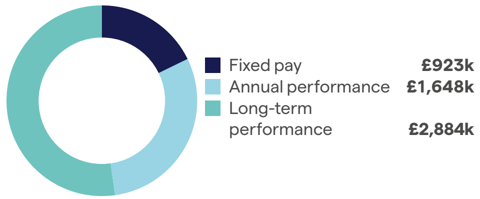
The remaining 30% of the FY25 SPP award was granted in August 2024 in the form of long-term awards based on relative TSR performance measured over the period Q4 FY23 to Q4 FY27. The outturn for this will be disclosed in the 2027 Directors' Remuneration Report.

Shift towards long-term performance focus

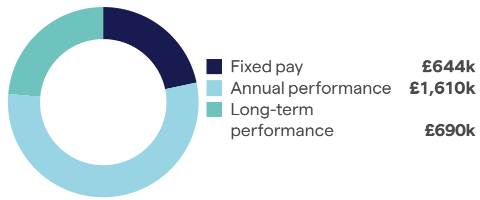
Current CEO package



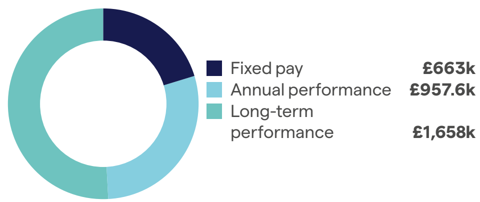
Proposed CEO package (FY26)



Current CFO package



Proposed CFO package (FY26)



Board changes

As previously announced, Charlie Rozes stepped down as CFO and from the Board on 31 July 2024. The Committee determined that Charlie would be treated as a good leaver and full details of Charlie's leaving arrangements were disclosed in the FY24 remuneration report.

In October 2024, we were pleased to announce the appointment of Clifford Abrahams as CFO with effect from 16 December 2024. Clifford is a highly experienced CFO, having overseen the finance function for several significant financial institutions, most recently Virgin Money UK plc.

Clifford's salary was set at £575,000 on appointment. While this is above the former CFO's salary, the Committee considered this level appropriate in the context of Clifford's extensive international experience and strong track record of leading high-performing teams and noted that the salary is a significant discount (c.12%) relative to Clifford's salary of £650,000 in his previous role. Clifford is already making a significant impact and his experience will be invaluable as we enter the next phase of growth.

Other elements of the package for FY25 are in line with our current Policy. Clifford was eligible to participate in the annual component of the SPP on a pro-rated basis (based on the portion of the year employed) and was also granted a pro-rated long-term SPP award.

Clifford has also been granted replacement awards to compensate for remuneration arrangements forfeited on leaving his previous employer. These awards have been made on a like-for-like basis in line with the terms of the original awards. Full details are disclosed on page 104.

Salaries for FY26

Salaries for the CEO and CFO will be increased by 3% for FY26, to £824,000 for the CEO and to £592,250 for the CFO. This is in line with the average increase awarded to the wider IG UK workforce.

Pension & benefits for FY26

There is no change to pension and benefits allowances for the CEO and CFO for FY26. It will remain at 12% of base salary, which is in line with the rate for the wider workforce in the UK.

Wider workforce remuneration

Our overarching remuneration approach is focused on driving and rewarding high performance for all IG employees. Therefore, alongside our review of the Executive Director Policy, the Committee has taken the opportunity to review the variable reward structures below the Board to ensure alignment with our business strategy across the company, that contribution is recognised fairly and appropriately, and that remuneration packages enable us to recruit and retain top talent.

For FY26, we are launching a new LTIP plan for our top levels of management, aligned to the structure and measures for our Executive Directors. In addition to the focus on the annual bonus for Executive Directors, the Committee has also provided support in the review and development of the annual bonus plan across the Group, ensuring that it delivers value, motivates colleagues and enables the right performance outcomes.

Last year, the Committee was also pleased to support the implementation of a new all-employee share plan (IG's Global Share Purchase Plan - GSPP) which enables employees across the group to become shareholders in the Company. There has been a positive response in FY25 and the Committee will continue to provide oversight to ensure that this remains a compelling part of our total reward offering.

When making its decisions, the Committee takes wider colleague pay into consideration and ensures it is kept updated through the year on general employment conditions. This includes budgets for basic salary increases, the level of bonus pools and payouts and participation in share plans.

IG has a People Forum, which is attended by one of the Board as well as employee representatives from across the business. The Forum discusses pay as well as other employee matters. Remuneration discussions include talking through the Group's benefit provisions across locations, updates and insights on the implementation of the GSPP, and the approach to the Company-wide operational improvement programme and its impact on employees.

Conclusion

The Committee is satisfied that our outcomes for FY25 are aligned with the interests of shareholders, that they reflect our performance over this year and that the Policy has operated as intended. I look forward to receiving your support for the Directors' Remuneration Report and Directors' Remuneration Policy at the upcoming AGM.

Helen Stevenson
Chair of the Remuneration Committee
23 July 2025

Priorities for the year ahead

- Seeking shareholder approvals of the new Directors' Remuneration Policy, including consultation with investors
- Overseeing the implementation of the new LTIP plan for our top levels of management
- Continuing to monitor wider workforce pay, including the alignment to a high-performance cuture and any gender pay gaps