

Royal London Management Services Limited
Section 172 statement for the Financial Year ended 31 December 2025

Under section 172(1) of the Companies Act 2006, each director of a company is required to act in a way that they consider, in good faith, would be most likely to promote the success of a company for the benefit of the members as a whole. The board of directors of Royal London Management Services Limited (the Company or RLMS), which is a subsidiary company of a larger group, is committed to maintaining the Company's culture and achieving its purpose which the directors consider will lead to increasing value for RLMS's ultimate parent company, The Royal London Mutual Insurance Society Limited (RLMIS). During the year the directors have given due regard to the promotion of the success of the Company through suitable corporate governance procedures, which are also closely aligned to those of the Group, as disclosed below.

Long-term decision making and relationship with customers

RLMS works in partnership with the life funds within RLMIS as well as fellow subsidiaries of RLMIS to capture operational costs that support business functions within the Group.

Suppliers

The relationship with the Company's suppliers and the resilience of its supply chain are essential to drive better value for the business and ensure colleagues and systems can function effectively for the Group's members and customers. The Company, as required, reports on a half-yearly basis on its payment practices, policies and performance, with a continuous focus on avoiding negative impact on suppliers' cash flow and ability to trade. The Group's Risk and Capital Committee maintains oversight of the risks associated with material outsourcing and supplier relationships and receives regular reporting in this regard. The Company is included within the Group's Modern Slavery Statement which can be found on the Group's website at www.royallondon.com/about-us/our-purpose/social-impact/modern-slavery-statement.

Interests of the Company's employees

All staff engaged in the Company's UK business are employed by RLMIS and seconded to the Company. The majority of the Group's employees in the Republic of Ireland are employed by the Company's Irish branch and seconded to Royal London Insurance DAC. Employees are vital to the success of the Group and further information regarding the Group's approach to its workforce and current year initiatives are disclosed in the Group's annual report and accounts.

Environmental and community

The Company is a subsidiary of a larger Group which gives significant consideration to the impact it has on the environment and communities. Further information about these matters, including the Group's approach to climate change, is disclosed in the Group's annual report and accounts.