



# IFPR DISCLOSURES AND REMUNERATION STATEMENT

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**EdenTree Asset Management**

**EdenTree Investment Management** *(Remuneration statement only)*

*Year ended December 2024*

## INTRODUCTION

This document sets out the Investment Firms' Prudential Regime (or IFPR) disclosures on remuneration, risk management and capital adequacy for EdenTree Asset Management Limited (EAM) as at 31 December 2024 and the Remuneration Statement for EdenTree Investment Management (EIM).

These disclosures were prepared in accordance with the Investment Firm's Prudential Regime (applied to capital and remuneration disclosure through SYSC 19G and MIFIDPRU, EAM) and Remuneration disclosures SYSC19E for EIM.

## SCOPE (IFPR DISCLOSURES ONLY)

This disclosure covers **EdenTree Asset Management Limited (EAM)**: *a wholly owned subsidiary of Benefact Group which was incorporated in 2019. It is regulated as an Asset Manager and has permissions to hold client money and assets. On 1 January 2023 ownership of this entity was transferred to EdenTree Holdings Limited.*

The ultimate parent company is Benefact Trust Limited. EAM is regulated on a solo basis.

This disclosure contains no omissions on the grounds that information is immaterial, proprietary or confidential.

EdenTree will make its disclosure annually on the date the accounts are signed. Publication will be made on the EdenTree website at [www.edentreeim.com](http://www.edentreeim.com).

## REGULATORY CAPITAL

EAM maintains sufficient capital to meet the UK IFPR regulatory requirements. As a limited licence firm its capital requirements are as follows:

The regulatory capital requirement is driven by the higher of:

1. Permanent Minimum Requirement of £150k (PMR)
2. K Factor Requirement (KFR)
3. The Fixed Overhead Requirement (FOR)

The Company's FOR reported as at 31 December 2024 was £2.7m (2023: £2.0m) and the KFR was zero (2023: £0.4m). The Own Funds reported was £8.9m (2023: £8.3m) with the minimum own funds requirement of £2.7m (2023: £2.0m) generating a Company reported excess capital of £6.2m (2023: £6.3m).

## RISK MANAGEMENT, THE THREE LINES OF DEFENCE

The Benefact Group (of which EdenTree is a part) operates a Three Lines of Defence governance model which is summarised below:

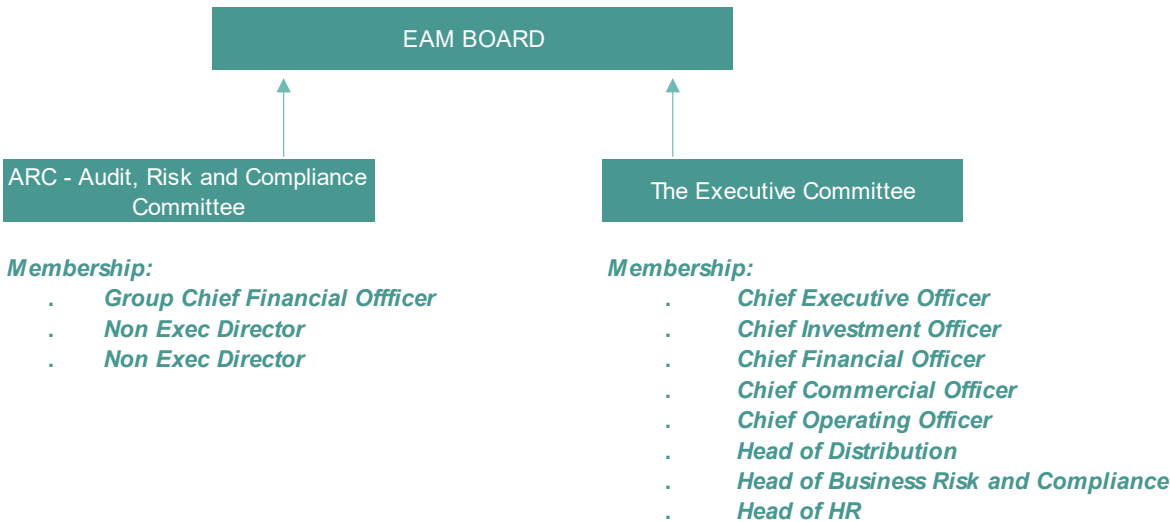
**First line: Risk Management** All organisational units are responsible and accountable for the identification, assessment, management, monitoring and reporting of the individual risks and associated controls within their areas of responsibility. These risks are managed within risk appetite limits and in accordance with the Benefact Group Risk Framework and its supporting policies and procedures.

**Second line: Risk Oversight** The Risk and Compliance functions comprise the second line of defence and provide independent oversight and challenge with respect to the first line's management of their risks and regulatory compliance. The second line of defence reports to senior management.

**Third line: Risk Assurance** Internal Audit is an independent provider of assurance over the effectiveness of the Group's business processes and governance with regards to risk and internal control. It does this by assessing whether all significant risks are identified and appropriately reported to the Management Committee, Audit, Risk and Compliance Committee (ARC) or the Board, assessing whether they are adequately controlled; and by challenging senior management to improve the effectiveness of governance, risk management and internal controls. Internal Audit also provide an oversight of the second line functions.

RISK GOVERNANCE

The Board has ultimate responsibility for risk oversight of EIM and EAM and for determining risk appetite limits within which the companies operate. The Committees relevant to managing risk are set out below.



## RISK FRAMEWORK

The Board operate within the remits of the Group Policy outlined in the Benefact Group Enterprise Risk Management Strategy. On a day-to-day basis Management Information is reported to the Management Committee and is escalated to the Board when appropriate to do so. The Board will consider the Management Information on a quarterly basis.

Tolerances are set out in the Risk Appetite Statement. The principal risks of the business are Strategic Risk, which include reputation, Financial (Liquidity, Market and Credit Risk) and Operational Risk. The Internal Capital Adequacy & Risk Assessment Process (ICARA) documents the approach and assessment of the risk profile of the Company and the adequacy of its capital. It includes an assessment of all material risks faced by the Company, the controls in place to mitigate those risks and ensures that sufficient capital is maintained to withstand the resulting residual risk. The ICARA is approved by the Board of Directors.

## MARKET RISK

EdenTree has little exposure to market risk on its own balance sheet, it does not trade on its own account. Market risk is therefore limited to fluctuations in the prices of assets it manages and their respective currencies, which would cause a knock-on impact to the revenue it earns, this is explored through stress and scenario testing from a capital adequacy perspective.

## CREDIT RISK

Credit risk is defined as the risk of loss by the failure of a counterparty to meet its contractual obligations. EdenTree does not have significant exposure to credit risk other than the potential default of a platform provider.

## OPERATIONAL RISK

Operational risk is defined as the risk of loss resulting from inadequate or failed procedures, people and systems or external events. Operational risks are identified and managed through the risk framework detailed above and quantified through the ICARA. The ICARA identifies operational risk as the largest risk to EdenTree.

## REMUNERATION DISCLOSURES

The remuneration disclosures that follow are for EAM as a non SNI firm subject to the MIFIDPRU Remuneration code since 1 January 2022 and for EIM as a UK UCITS management company.

The Code governs the remuneration of employees of regulated firms and aims to ensure that firms establish, implement and maintain remuneration policies, procedures and practices that are consistent with and promote effective risk management.

This disclosure therefore specifically relates to the remuneration policies and approaches that are applicable to individuals identified as Code Staff in line with the requirements set out in the IFPR Directive applicable to EdenTree Asset Management.

For EAM, in 2024, there were 15 identified Code Staff which consisted of 9 employees working within EdenTree and 2 Group employees whose role primarily supports the Benefact Group but whose Group function may have a material impact on EdenTree's risk profile.

For EIM, in 2024, there were 16 identified Code Staff consisted of 12 employees working within EdenTree and 4 Group employees whose role primarily supports the Benefact Group but whose Group function may have a material impact on EdenTree's risk profile.

### Remuneration Governance

The remuneration policy of EdenTree is managed and reviewed by the Group's Remuneration Committee ("the Committee") which has established and implemented remuneration policies which meet the requirements of the Code.

The Committee's roles and responsibilities are set out in full in its Terms of Reference. The Committee is responsible, inter alia, for determining the over-arching principles and parameters of remuneration policy on a Group wide basis; setting the remuneration packages for executive directors, members of the Group Management Board, Material Risk Takers and heads of strategic business units and monitoring compliance with the Code. All members of the Committee are independent NEDs and have the necessary experience and expertise to meet the Committee's responsibilities. The Committee held six meetings during 2024.

During the year, the Committee received external advice from Deloitte. The Committee additionally has access to external benchmarking reports. Where appropriate, the Committee received input from the Group Chief Executive, Group CFO, Group Chief People Officer, Group Chief Actuary, Group Chief Risk and Compliance Officer and Group Reward Director.

The Group's Remuneration Policy applies to all entities within the Group and is aligned to delivery of the Group's strategic objectives. It establishes a set of principles which underpin the Group's reward structures for all Group employees, including Code Staff:

- Reward structures will promote the **delivery of long-term sustainable returns** and take into account the expectations of the shareholder.
- Incentive payments will be **performance-related**, reflecting individual and business performance against financial and non-financial measures, including both what has been delivered and the way in which such deliveries have been achieved.
- Reward structures will be **straightforward and transparent** for everyone to understand.
- Remuneration packages will be set by **reference to levels for comparable roles** in comparable organisations. However, benchmark data will be only one of a number of factors that will be used to determine remuneration packages.
- Reward structures will deliver an appropriate **balance of fixed to variable pay** in order to foster a performance culture, with the proportion of 'at risk' pay typically increasing with seniority.
- Reward structures will achieve a **balance between short and long-term incentives**, supporting the overall aim of the Group's Remuneration Policy of promoting the long-term success of the Group.

- The Group is committed to ensuring that all colleagues have a **fair and equal pay opportunity** appropriate to their role. The Group recognises the benefits of having a diverse community of colleagues and wishes to foster a culture which is inclusive, is recognised and allows all colleagues to contribute fully to business success.
- The Group will strive to adhere to the **highest standards** of remuneration related regulatory compliance and best practice guidelines, while ensuring that the Group's remuneration policies are appropriately tailored to its circumstances, challenges and strategic goals.

### Identification of Code Staff

Members of the EAM Board, the EIM Board, the EdenTree Executive Committee, and those with responsibility for managing a significant portion of the firm's assets are identified as Code Staff.

### Components of Remuneration

The Group's reward structures are designed to promote the delivery of long-term sustainable returns and comprise an appropriate balance of fixed and variable remuneration.

Fixed remuneration elements, including salary, pension and benefits recognise responsibility and experience and ensure current and future market competitiveness.

Variable remuneration comprises an annual cash incentive and, for some roles, a long-term performance related cash incentive that rolls over three-year periods. Variable remuneration incentivises and rewards participants for making the Group and EdenTree successful on a sustainable basis and are aligned to the risk profile of the firm. The annual incentive and long-term performance related cash incentives are not guaranteed and are determined and paid subject to performance conditions relevant to the role.

The elements of variable remuneration are delivered in the following ways:

#### Cash Annual Bonus

A proportion of variable remuneration is delivered in the form of a cash annual bonus which is paid to participants following the end of the financial year. Annual bonuses are designed to incentivise the achievement of key financial and strategic goals and targets that are set for the financial year.

Annual bonuses are subject to both the performance of the individual and a range of challenging financial and non-financial performance conditions linked to key strategic priorities. When agreeing targets, the Committee receives advice from the Group Chief Risk and Compliance Officer on the extent to which the scheme meets the Group's risk appetite.

EdenTree employees who are Material Risk Takers are subject to deferral, providing further alignment with shareholder interests and promoting retention. Awards are deferred in cash over a period of three years.

#### Cash Long Term Incentive Plans

For some roles a proportion of variable remuneration is delivered in the form of a cash long term incentive plan ("LTIP"). LTIPs are designed to incentivise the achievement of the Group's and EdenTree's long-term objectives; to align participants' interests with those of the shareholders and to promote attraction and retention of talented individuals.

Cash awards under the relevant LTIP vest dependent on the Committee's assessment of performance against the scheme's performance conditions over the relevant three-year performance period. Targets are set annually for each successive three-year LTIP period. When agreeing targets, the Committee receives advice from the Group Chief Risk and Compliance Officer on the extent to which the scheme meets the Group's risk appetite.

Proposed awards, under both annual and long-term incentive plans are reviewed by the Group's Risk function and by the Committee, which has regard to overall profitability and risk adjustment when determining awards.

### Quantitative disclosures

The tables below show the aggregated breakdown of remuneration for EdenTree Code Staff for the 2024 financial year.

**Table 1: Total amount of remuneration awarded to Code Staff and all staff of EdenTree Asset Management**

	Senior Management £m	Other Code Staff £m	Other Staff £m	Total (All Staff) £m
Fixed Remuneration	1.6	1.7	6.0	9.3
Variable Remuneration	1.7	3.4	1.6	6.7
Total Remuneration	3.3	5.1	7.6	16

**Table 2: Total amount of guaranteed variable remuneration and severance pay awarded to Code Staff**

	Senior Management	Other Code Staff	Total
Guaranteed variable remuneration awards			
Guaranteed variable remuneration awards made during financial year - Number of Code Staff	0	0	0
Guaranteed variable remuneration awards made during financial year - Total amount (£m)	0	0	0
Severance payments			
Severance payments awarded during the financial year - Number of Code Staff	0	0	0
Severance payments awarded during the financial year - Total amount (£m)	0	0	0
The amount of the highest severance payment awarded to an individual Code Staff (£m)	0	0	0