

MIFIDPRU Disclosure Document as at 31 December 2022

1. Introduction

The following disclosure is made by Eurizon SLJ Capital Limited (the “Company”) pursuant to the Financial Conduct Authority’s (the “FCA”) Prudential Sourcebook for MiFID Investment Firms (“MIFIDPRU”) in respect of the financial year ended 31 December 2022.

The Company is authorised and regulated by the FCA in the UK as a Collective Portfolio Management Investment firm, and is therefore subject to MIFIDPRU. The Company meets all the criteria for small and non-interconnected (“SNI”) investment firms, detailed in MIFIDPRU 1.2, and is therefore categorised as an SNI investment firm.

The Company has prepared this disclosure about its remuneration policies and practices as per the requirements set out in MIFIDPRU 8.6, which entail certain information regarding its Remuneration Policy and related practices for all staff.

2. Remuneration

The Policy of the Company aims to align the behaviour of the management and personnel to the interests of all Stakeholders, guiding their action towards the achievement of objectives that are sustainable over the medium-long term within the framework of a prudent assumption of current and future risks and also to attract, motivate and retain the best resources.

The annual incentive schemes adopted by the Company, in line with the provisions of the Ultimate Parent Company, Intesa Sanpaolo SpA:

- are geared towards achieving the medium and long-term objectives set out in the Corporate Plan;
- take into account the Ultimate Parent Company's Risk Appetite and Risk Tolerance, as stated in the Intesa Sanpaolo Group Risk Appetite Framework, as well as the risk/return profile of the various assets managed;
- are aimed at promoting value creation objectives for the current year, within a framework of sustainability, given that the premiums paid are correlated to the financial resources available.

Given the size and nature of its operations, the Company has not established a separate Remuneration Committee. Instead, the Company’s Board has responsibility for the overall remuneration philosophy and for determining the remuneration of staff.

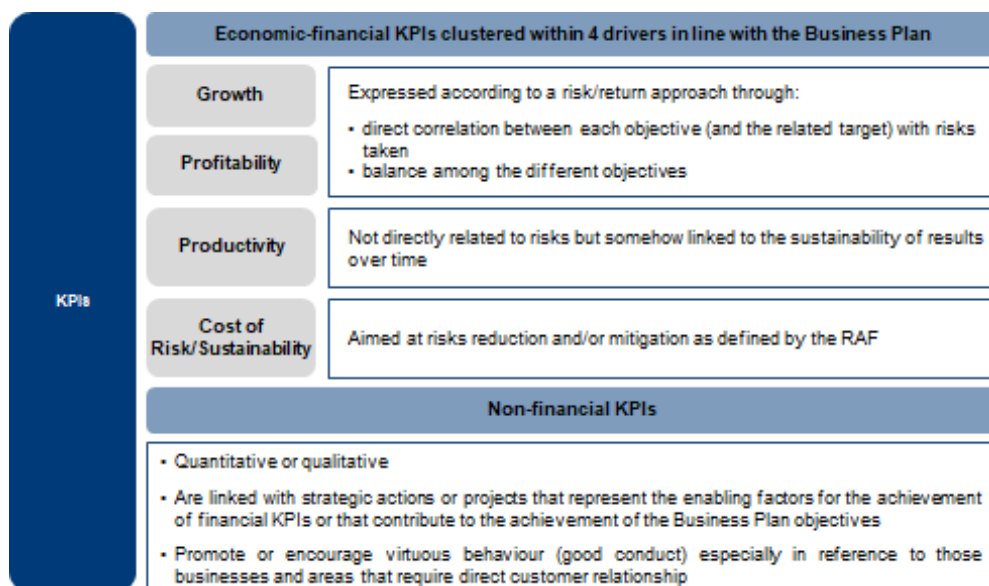
Apart from a salary, staff may benefit from additional rewards that recognise their individual performances in a particular period. Such rewards take into account a number of different factors including the promotion of sound and effective risk management, the level of risk taking, compliance and building a long-term business.

The remuneration comprises of the following elements:

- Fixed Remuneration:
 - o Gross annual base salary;
 - o Non-discretionary allowances;
 - o Allowances and/or fees deriving from offices held in corporate bodies;
 - o Benefits, either contractual or defined by policy.
- Variable remuneration:
 - o Annual incentive system (short-term incentive);
 - o Performance share plan (long-term incentive);
 - o Carried interest;
 - o Sign-on bonus (ad-hoc);
 - o One-off retention bonus (ad-hoc).

The Company’s Remuneration Policy is aligned with the process established by the parent company, Eurizon Capital SGR SpA, and defines the performance criteria used across the firm including specific business units, and for individual performance.

The Remuneration Policy defines the mechanisms to calculate the size of the bonus pool and the threshold conditions for its distribution to staff. Once these are met, incentives are distributed on the basis of the Incentive Plan which defines Key Performance Indicators (“KPIs”).



Performance criteria, both financial and non-financial, are defined on the basis of the different roles across the Company, each role being assigned a customised scorecard:

- Portfolio managers / investment team;
- Sales staff (e.g. Distribution);
- Risk takers in Governance or Control functions;
- Staff not included in any of the above categories.

Each KPI weight and thresholds are defined in individual scorecards. The process of assigning variable compensation, including deferral, malus and clawback mechanisms are described in the Company's remuneration Policy.

The fixed remuneration for the year to 31 December 2022 for staff was £2.24 million, and the variable remuneration £0.92 million.

The information contained in this disclosure has not been audited and does not constitute any form of financial statement.