

# Remuneration Policy Ediston Investment Services Limited

## Reward Principles and Objectives

Our remuneration policy is guided by a common reward framework and set of principles which are aligned with our strategy and objectives.

## Attract and Retain

Remuneration packages are designed to attract and retain high-calibre staff in a competitive market and remunerate fairly and responsibly.

## Motivate and Reward

Remuneration is designed to motivate delivery of our key business strategies, create a strong performance-orientated environment and reward achievement of meaningful targets over the short- and long-term. The employees fixed salary shall be competitive and based on the individuals responsibilities and performance.

## Alignment with the Wider Market

The remuneration policy for executives reflects the overriding remuneration philosophy and principles of the wider market. When determining the remuneration policy and arrangements for Executive Directors, the Remuneration Committee considers pay and employment conditions elsewhere in the market to ensure that pay structures are appropriately aligned and that levels of remuneration remain appropriate in this context. The Remuneration Committee receives information on bonus levels and base salary reviews for other managers around the market for this purpose.

## Stretching Performance Targets

The Remuneration Committee considers that a successful remuneration policy must ensure that a significant part of the remuneration package is linked to the achievement of stretching corporate performance targets and a strong alignment of company growth. Bonuses are linked to performance conditions with pre-determined targets. Bonuses are aligned to individual appraisals linked to the Company Business Plan so can tangibly identify contributions to the Company's success (or failure) to meet operational targets. Performance targets are set at the start of each financial year and are discussed with each staff member individually.

## Performance Measures

In 2021, management reviewed and realigned the strategy of the business to accelerate revenue growth, drive margins and improve performance. Remuneration structure design was modified to support that strategy. Short-term and long-term performance measures have been selected based on our annual focus on profitability and revenue growth, as well as strategic measures reflecting client satisfaction and key targets. Short-term incentivisation is reinforced by our long-term measures which balance, amongst other matters, profitability, growth and the creation of further business.

**Non-Monetary Benefits**

Staff will be entitled to customary non-monetary benefits such as death in service and company health care. In addition thereto in individual cases other benefits may also be offered.

**Pension**

All employers are now required by law to provide a workplace pension scheme for certain staff and contribute money into it. The company enrolled staff into a pension scheme of the Company's choice (unless they opted out of the pension scheme). The company will contribute 3% of their earnings into the pension scheme but this will require staff to contribute 5%. Therefore, the total contribution to their pension will be 8% of your earnings.

**Authority to decide on deviations from this Policy**

The Board of Directors may deviate from this Policy if there are specific reasons to do so in an individual case. Any deviations will be recorded.