Epworth Investment Management Ltd – FRN number 175451

Small Non-Interconnected "SNI" MIFIDPRU Investment Firm – Remuneration Disclosure

Epworth Investment Management Ltd ("Epworth") is subject to the Alternative Investment Fund Managers Directive ("AIFMD"). As a Collective Portfolio Management Investment Firm, Epworth must comply with the AIFM Remuneration Code in SYSC 19B for its AIFMD activities; and also comply with the Financial Conduct Authority ("FCA")'s MIFIDPRU Remuneration Code in SYSC 19G in relation to its MiFID type activities and MIFIDPRU 8.6. As an SNI investment firm, Epworth is subject to the basic remuneration requirements. This disclosure is made in accordance with MIFIDPRU 8.6 and covers Epworth's financial year from 1 September 2025 to 31 August 2026.

All staff are employed by the Central Finance Board of the Methodist Church (CFB), Epworth is a wholly owned subsidiary of the CFB. All employees are employed by the CFB and seconded to Epworth.

Epworth's Remuneration Policy is straightforward and "plain vanilla". Epworth has implemented policies, procedures, and practices in order to identify, measure, manage and monitor risk. These are proportionate given the nature, scale and complexity of the Firm's activities and its risk tolerance. Remuneration is recommended by the CEO and approved by a delegated Committee of CFB Council, the Nomination and Remuneration Committee (led by a Committee Chair). In accordance withthe AIFM Remuneration Code (SYSC 19B) and the MIFIDPRU Remuneration Code (SYSC 19G), Epworth's Remuneration Policy will be reviewed annually by the Audit Risk and Governance Committee to ensure that it remains consistent with the Remuneration Code Principles. Remuneration decisions aim to pay staff a fair rate for undertaking their jobs, dependent upon their level of skill and experience. Each staff member is paid a fixed salary. The CFB Council is independent from the business and ensures that there is control over potential conflicts and provides proportionate and appropriate independence. From time to time the CFB operates a bonus scheme linked to the financial performance of the Group. All staff who are in role at both the commencement and end of the bonus period are eligible to participate, and others at the CEO's discretion. Epworth uses a series of Key Performance Indicators to assess individual performance. KPI's are varied and tailored to the member of staff but could include obtaining a professional qualification, achieving agreed sales target, or delivering a project in time and on budget. The allocation of any "bonus pool" is determined by a combination of the annual performance development review process and the individual's performance in relation to appropriate Key Performance Indicators.

The bonus scheme does not have any non-cash or deferred element. The scheme is designed to reward good performance.

Where a bonus scheme is applied the amount available for distribution to staff, in any "bonus pool" is calculated by reference to CFB's consolidated financial performance. The total bonus pool is limited to 15% of the annual salary cost of the Group. The distribution of this pool will be determined by individual performance, although no member of staff may receive more than 30% of their annual salary as a bonus. Individual performance will be assessed by reference to individuals Performance Development Reviews and relevant Key Performance Indicators. The last bonus payment was made in 2025.

The Epworth Board is responsible for the total process of risk management, which includes remuneration risk. The Epworth Board, in liaison with senior management, sets the risk profile of the Firm and its related policies and procedures.

Remuneration Disclosure

Remuneration Disclosures Financial Accounting Period 01/09/2025 – 31/08/2026	
Fixed Remuneration Rewarded	£1,171,000
Variable Remuneration Rewarded	£0