



**Scottish Widows Administration Services
Limited
2022 Year-End
MIFIDPRU Disclosures
31 December 2022**

Lloyds Banking Group plc

**Scottish Widows
Administration Services
Limited**
25 Gresham Street
London
EC2V 7HN

Introduction

This document sets out the public disclosures required under the Investment Firm Prudential Regime (IFPR) for Scottish Widows Administration Services Limited (the 'Company') as at 31st December 2022 and as defined under the Financial Conduct Authority's (FCA) prudential handbook, MIFIDPRU. The Company forms part of Scottish Widows Group Limited (SWG), a wholly owned subsidiary of Lloyds Banking Group plc (the 'Group'). The Company contributes to the results of the Insurance, Pensions and Investments (IP&I) division of the Group. Under Chapter 2 of MIFIDPRU, the Company is not part of an IFPR consolidation group. The Company is supervised by the FCA on a solo entity basis and consolidation is triggered under UK Capital Requirements Regulation (CRR).

Basis of Disclosure

The Company undertakes activities within the scope of the UK Markets in Financial Instruments Directive (MiFID) and is therefore subject to the prudential requirements of the IFPR contained in the FCA's MIFIDPRU Handbook. The Company is required to publish disclosures in accordance with the provisions outlined in Chapter 8.

Frequency of Disclosure

The Company makes available its disclosures on an annual basis and a standalone copy of these disclosures is located on the Group's website: [Financial downloads - Lloyds Banking Group plc](#). All calculations are determined in line with the Company's financial year end reference date 31st December 2022.

Verification of disclosure

The disclosures required under Chapter 8 of the MIFIDPRU handbook are not required to be subjected to an external audit. The disclosures are only subject to external verification to the extent that they are taken from the audited annual financial statements.

Risk management objectives and policies

The Company follows the Group's risk management framework, which includes an ongoing cycle of activities designed to ensure effective end-to-end risk management. Further details on the Group's approach to risk management can be found at <https://www.lloydsbankinggroup.com/who-we-are/group-overview/risk-management.html>

Summary of Capital Risk Appetite and Capital Buffers

The Capital Management Framework (CMF) requires that non-insurance entities hold sufficient capital such that regulatory capital requirements can be covered after a 1-in-10 year event (parameterised to cover all key risks). This involves applying 1-in-10 capital stresses (consistent with the calibration of the SII Internal Model), calculating the reduction in excess capital over the regulatory capital requirement in respect of each stress (including the fluctuation in Own Funds and the capital requirement) and then diversifying these losses by multiplying them by the relevant SII Internal Model correlations.

The approach to buffer calibrations for non-Insurance entities are expected to be reviewed prior to the next Internal Capital Adequacy and Risk Assessment (ICARA) report and will be reflected in an update to the CMF.

The internal capital buffer also includes an allowance to cover one-year's prospective losses.

Risk Appetite

Where own funds cover the regulatory capital requirement and the internal capital buffer (i.e. 40% of the capital requirement plus one year's expected losses), the capital position is assigned a 'green' rating. In this case, excess capital is positive. The capital position is rated 'amber' where own funds cover between 120% and 140% of the capital requirement plus one year's losses. Below this level, the capital position is rated 'red'.

Reporting of the Company's capital position is presented routinely to the IP&I Asset & Liability Committee (IPIALCO) and other executive committees as appropriate. Capital is also reported periodically to the Company's Board, either directly or via the Insurance Risk Oversight Committee.

Surplus capital above internal risk appetite (considering the current and projected position) is available to distribute up through the organisational structure.

Where an entity is below risk appetite (i.e. 'amber' or 'red'), recovery actions will be considered.

For a list of recovery actions please refer to Appendix 1 in this document. The ICARA is based on the 2021 year end and was published in quarter 4 of 2022.

Risk Appetite (continued)

In accordance within the Group's policy, the Company maintains its risk profile on the Group's Risk & Control Self-Assessment (RCSA) system which documents the key risks to the business and which is regularly reviewed at several junctures within the current governance landscape.

The business risk profile is subject to review of inherent and residual risk assessments, control effectiveness assessment and risk acceptance on a continuous basis and reported monthly via risk committees, including details of potential financial exposure and capital and liquidity allocation for each one of our top risks arising from the latest ICARA.

Own funds requirements

A MIFIDPRU investment firm must at all times maintain funds that are at least equal to its own funds requirement being the highest of:

- its permanent minimum capital requirement (PMR), which for the Company is £150,000; or
- its fixed overheads requirement (FOR), which amounts to 25% of its most recently audited annual expenditure less permissible deductions; or
- its K-factor requirement.

The FOR requirement drove the Company's own funds requirement as at 31st December 2022.

Concentration risk

The Company has determined that as at 31st December 2022 it did not have any concentrated exposures to any client or group of connected clients or any concentration of business for revenue on a particular product, in a particular market, or a geographic location exposes an organisation to loss due to any adverse changes. The Company's concentration risk is considered accordingly as part of the continuous management of its capital and liquidity.

The Company also identified that it did not have any concentrated exposures to any client or group of connected clients as at 31st December 2022. The Company monitors and controls its concentration risk using sound administrative and accounting procedures and robust internal control mechanisms. This is not limited to monitoring trading book exposures, but also includes any concentration in assets not recorded in a trading book (for example, trade debts) or any off-balance sheet items. It also includes any concentration risk that may arise from:

- the location of client money;
- the location of client securities;
- a firm's own cash deposits;
- earnings.

Liquidity risk

Liquidity risk is the risk that the Company does not have sufficient financial resources to meet its commitments as they fall due, or can only secure them at excessive cost. The Company is exposed to liquidity risk from payments to policyholders and non-policyholder related activity, such as investment purchases and the payment of shareholder expenses. Liquidity risk is mitigated by applying the Liquidity Risk Policy, which includes controls to maintain liquidity at necessary levels.

Liquidity risk Appetite

SWG manages its liquidity risk by monitoring individual entity liquidity positions against risk appetite statements. Two Tier 2 Risk Appetite Statement apply to the Company, relating to total and primary liquidity requirements. These are owned by IPIALCO and refreshed annually.

For all SWG entities, including the Company, the liquidity position is consistent with risk appetite 'green' if the entity covers more than 100% of its stressed liquidity requirements. The liquidity position is 'amber' if the coverage is between 90% and 100%. It is 'red' if the coverage is less than 90%.

MIFIDPRU 7.5.5. requires that the ICARA process specifies a buffer that indicates a 'credible risk' that the firm will breach its liquidity requirements. In our view, there is no credible risk of breaching the liquidity requirements due to the availability of the Group's liquidity facility. SWG currently has in place a £500m liquidity facility with the Group, which can be drawn upon for general purposes by ten SWG entities, including the Company.

Governance arrangements

The Company is required to meet the high standards of corporate governance set out in the Corporate Governance Framework in place for SWG and its subsidiaries. The Company's governance structure also complies with the requirement in the FCA's Senior Management Arrangements and Controls rulebook (SYSC) to ensure the management body defines, oversees and is accountable for the implementation of governance arrangements that ensure effective and prudent management of the firm, including the segregation of duties in the organisation and the prevention of conflicts of interest, and in a manner that promotes the integrity of the market and the interests of clients under SYSC4.3A.6R(1).

Company Background

The Company is a wholly owned subsidiary of Scottish Widows Limited (SWL) benefiting from a formal capital support arrangement from SWL.

The Company acts as platform operator and as a manager for Individual Savings Accounts (ISAs), Group Investment Accounts (GIAs) and Group Self-Invested Personal Pensions (GSIPPs). in the United Kingdom. The Company also acts as a service provider to SWL in respect of workplace pensions business migrated onto the Corporate Savings Platform and has a contractual basis for charging these services.

The Company is authorised and regulated by the FCA and has obtained the necessary regulatory permissions to undertake its activities.

Directors

Executive Directors	Non-Executive Directors
A Lorenzo J C S Hillman	J S Wheway W L D Chalmers S J O'Connor D L Davis C J G Moulder A J Reizenstein G E Schumacher

Directors (continued)**UK Directorships held by members of the management body**

Name	Position within the Company	Number of Directorships outside the Company*
A Lorenzo	Executive Director	0
J C S Hillman	Executive Director	0
W L D Chalmers	Non-Executive Director	0
J S Wheway	Independent Non-Executive Director	1
S J O'Connor	Independent Non-Executive Director	2
D L Davis	Independent Non-Executive Director	2
C J G Moulder	Independent Non-Executive Director	2
A J Reizenstein	Independent Non-Executive Director	3
G E Schumacher	Independent Non-Executive Director	1

* Excluding those within Lloyds Banking Group plc or in organisations not pursuing commercial objectives

Appointment and Induction of Directors

The Company is governed by its Board of Directors (the 'Board'). Directors are appointed by the Board, in accordance with the Group's internal governance processes applicable to subsidiary companies, and subject to required regulatory notifications or approvals.

All new directors (both Executive and Non-Executive) are provided with a tailored induction programme which includes a session on their duties and responsibilities. Directors are required to complete relevant annual mandatory training, and will participate in further information/development sessions on specific topics of interest / relevance as appropriate either individually or collectively, delivered by both internal Group personnel and external third parties.

Board Committees

In March 2020, the Company was elevated to the Insurance Board, the Insurance Group's ultimate authorisation body for matters which concern the operation of the Group's IP&I business. The Board shares common membership and meets concurrently with the boards of other individual subsidiaries which constitute the Insurance Board, recognising however that individual subsidiary boards are authorisation bodies in respect of their subsidiary's business.

The Board's responsibilities include carrying out an assessment of emerging and principal risks of the Company. Principal risks include those that might threaten the Company's business model, future performance, solvency or liquidity, and reputation, taking account of the potential impact and probability of the events, circumstances and timescales over which they may occur. The Board's responsibilities also include ensuring active engagement with, understanding the views of, and seeking participation from key stakeholders, and promoting and monitoring of the wider Insurance Group's corporate culture and values.

The Company forms part of the IP&I division of the Group, which manages its consolidated capital position as an integrated business. For the Insurance Group as a whole, the Board has defined a framework and system for the management and reporting of risk and approved a set of risk appetite statements which cover financial risks (earnings, capital, insurance, credit, market and liquidity), operational risks, people risks, conduct risks, regulatory and legal risks, and financial reporting and governance risks.

Although the Company is not required to have a Risk Committee under MIFIDPRU rule 7.3.1R, the Company has elected to appoint a Risk Committee. The Insurance Board is supported by its Risk Oversight Committee (ROC) and Insurance Audit Committee (IAC), which makes recommendations to the Insurance Board on matters delegated to them, in relation to internal control, risk, financial reporting and governance. This enables the Insurance Board to spend a greater proportion of its time on strategic, forward looking agenda items. The ROC and IAC are both chaired by experienced Independent Chairs

Board Committees (continued)

who each provide a report to the Insurance Board on key matters discussed at their meetings.

Insurance Board Diversity

The Insurance Board places great emphasis on ensuring that its membership reflects diversity in its broadest sense. Consideration is given to the combination of demographics, skills, experience, race, age, gender, educational and professional background, and other relevant personal attributes on the Insurance Board to provide the range of perspectives, insights and challenge needed for good decision making. Insurance Board membership is approved in accordance with the strategy, business plan, policies and governance framework set by the Group.

New appointments are made on merit, taking account of the specific skills and experience, independence and knowledge needed to ensure a rounded Insurance Board and the diversity benefits each candidate can bring to the overall Insurance Board composition.

The Insurance Board is working towards the ambition set in the Lloyds Board Diversity Policy with further details available at www.lloydsbankinggroup.com/who-we-are/responsible-business/inclusion-and-diversity/board-diversity-policy.

Own Funds

The Company's own funds comprise exclusively of Common Equity Tier 1 (CET 1) capital, which is the most robust category of financial resources. It is comprised of fully issued ordinary shares and retained earnings.

Composition of regulatory own funds			
	Item	Amount (GBP thousands)	Source based on reference numbers/letters of the balance sheet in the audited financial statements
1	OWN FUNDS	61,530	
2	TIER 1 CAPITAL	61,530	
3	COMMON EQUITY TIER 1 CAPITAL	61,530	
4	Fully paid-up capital instruments	188,500	Share Capital, note 13 of statutory accounts
5	Share premium		
6	Retained earnings	102,328	Retained Earnings
7	Accumulated other comprehensive income		
8	Other reserves	44,000	Other Reserves, note 14
9	Adjustments to CET1 due to prudential filters	69,712	Intangible Assets, note 8
10	Other funds		
11	(-) TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1		
19	CET1: Other capital elements, deductions and adjustments	1,070	Tax assets & liabilities, note 15
20	ADDITIONAL TIER 1 CAPITAL		
21	Fully paid up, directly issued capital instruments		
22	Share premium		
23	(-) TOTAL DEDUCTIONS FROM ADDITIONAL TIER 1		
24	Additional Tier 1: Other capital elements, deductions and adjustments		
25	TIER 2 CAPITAL		
26	Fully paid up, directly issued capital instruments		
27	Share premium		
28	(-) TOTAL DEDUCTIONS FROM TIER 2		
29	Tier 2: Other capital elements, deductions and adjustments		

Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial statements				
		a	b	c
		Balance sheet as in published/audited financial statements	Under regulatory scope of consolidation	Cross-reference to template OF1
		As at period end	As at period end	
Assets - Breakdown by asset classes according to the balance sheet in the audited financial statements				
1	Intangible assets	69,712		Item 9
2	Trades & other receivables	30,450		
3	Accrued income & prepayments	666		
4	Current tax recoverable	4,071		
5	Cash and cash equivalents	50,892		
6				
	Total assets	155,791		
Liabilities - Breakdown by liability classes according to the balance sheet in the audited financial statements				
1	Deferred tax liabilities	1,070		Item 19
2	Trade and other payables	24,090		
3	Accruals and deferred income	459		
4				
	Total liabilities	25,619		
Equity				
1	Share Capital	188,500		Item 4
2	Accumulated losses	(102,328)		Item 6
3	Other reserves	44,000		Item 8
	Total equity	130,172		Item 1
Own funds: main features of own instruments issued by the firm				
The Company's own funds are made up of Common Equity Tier 1, CET1, capital comprising of fully paid-up Share Capital and Retained Earnings / Accumulated losses.				

Own Funds Requirements

The Company is required to disclose the K-factor requirement (KFR) and the fixed overhead requirement (FOR) amounts in relation to compliance with the own funds requirements as set out in MIFIDPRU4.3 as at 31st December 2022.

Item		Total amount in GBP (thousands)
KFR	K-CMH (Client Money Handled) and K-ASA (assets safeguarded)	352
	K-DTF (Discount Trading Flow) and K-COH (Client Orders Handled)	0
	Total KFR	352
FOR		14,947

Approach to assessing the adequacy of its own funds in accordance with the overall financial adequacy rule

The purpose of the Company's ICARA is to ensure that the Company has appropriate systems and controls in place to identify, monitor and reduce all potential material harms arising from its ongoing operations or wind down; and holds financial resources that are adequate for the business it undertakes.

The FCA determines whether a firm holds adequate financial resources using the Overall Financial Adequacy Rule (OFAR). This states that a firm must hold own funds and liquid assets which are adequate in amount and quality to (MIFIDPRU 7.4.7) by, remain financially viable throughout the economic cycle, with the ability to address any material potential harm that may result from its ongoing activities; and, ensure that the firm's business can be wound down in an orderly manner, minimising harm to consumers or other market participants.

The Company prepares an ICARA document annually, supported by attestations throughout the year to reflect changes in the business or its wider operating environment. If a material change to the Company's strategy or risk profile is identified through the attestation process, then the document would be fully refreshed mid-cycle and presented to the Board for approval. This is in line with the FCA's expectations under MIFIDPRU7.8.2 (R) where a *firm* must review the adequacy of its *ICARA process* and ensure that this is documented.

This risk capital held is assessed by considering the impact of adverse events that could arise from the material harms that may arise from the Company's ongoing activities. Scenario testing is also performed, and capital plans put in place to respond to possible future events. The Company is required to hold sufficient capital resources to meet the overall assessment of risk capital on this basis.

- Within the ICARA, the capital assessment process is complemented by:

- Identification of material harms for the Company;
- Selection of risk scenarios for modelling, based on those material harms; and
- Agreement of stress test components and assumptions used in scenarios to enable financial modelling.

This process is undertaken at least annually and is challenged by both the Capital, Funding & Liquidity Committee and the Board.

Remuneration policy and practices

Remuneration

The Company is a FCA solo regulated entity firm that is subject to the MIFIDPRU Remuneration Code. However, as a non-SNI MIFIDPRU investment firm not meeting the conditions in SYSC 19G.1.1R(2) the Company is not subject to the regulatory provisions relating to shares, instruments and alternative arrangements, retention policy, shares and discretionary pension benefits.

The Company is part of the wider the Group.

As a Capital Requirements Directive (CRD) firm, the Group is required to adopt and apply a remuneration policy that is firm-wide, which includes the [name]. Consequently, the Remuneration policy complies with CRD requirements as well as all other regulations that are applicable to its regulated subsidiaries, including the MIFIDPRU Remuneration Code (SYSC 19.G of the FCA Handbook).

The Group's Remuneration Policy is set by the Group Remuneration Committee comprising of solely independent directors (and is adopted Group-wide through the legal entity committees).

The Company: Chief Executive Officer is accountable for establishing, implementing and maintaining remuneration policies, procedures and practices within IP&I which adhere to the Group's remuneration policy, and are consistent with and promote principles of effective risk management. Support is provided by the Insurance People Committee which is responsible for ensuring that remuneration related activity is effectively monitored. Annually a review of the Remuneration Policy is undertaken to ensure that it is being applied effectively and that all decisions are taken in line with the wider Group's Reward Governance.

The Group operates a separate identification process for the identification of its CRD Material Risk Takers (MRTs) and its MIFIDPRU Identified Staff.

The Identification of MIFIDPRU Identified Staff is undertaken on a solo basis for each legal entity (e.g. the Company).

Remuneration (continued)

The MIFIDPRU Identified Staff methodology is based on 11 criteria, which satisfy the requirements in SYSC 19.G.5.3 - 5.5 of the FCA Handbook.

The roles identified include Senior Management, Business and Function leaders, regulated roles, control functions and other roles considered to be materially risk-taking.

Principles of the remuneration policy

The Group's Remuneration Policy is based on four core aims that are designed to specifically promote certain desired behaviours and outcomes, which are supported by the structure of the remuneration package offered to colleagues:
Purpose – Remuneration should be linked to the Group's purpose of Helping Britain Prosper.

Behaviours – Remuneration should reward and drive the right behaviours and outcomes and reflect both strategic (non-financial) and financial achievements.

Simplicity – Remuneration should be designed in a manner that is clear for all stakeholders and reflects their experience.

Clarity – Remuneration should be easy to explain and viewed as fair.

These principles are interpreted and explained in detailed reward policies and procedures which govern specific areas of reward and support the practical operation of the Remuneration Policy. These policies and procedures reinforce the alignment between business strategy, risk profile and remuneration and provide a framework for understanding and implementing the Group's remuneration structure. The objective of the policy is to align individual reward with the Group's performance, the interests of its shareholders and a prudent approach to risk management.

The remuneration policy is based on principles which are applicable to all employees within the Group and, in particular, the principle that the reward package should support the delivery of the Group's purpose and strategic aim whilst delivering long-term superior and sustainable returns to shareholders. It fosters performance in line with the Group's values and behaviours, encourages effective risk disciplines and is in line with relevant regulations and codes of best practice. To support remuneration decision-making, a robust and effective performance management framework is operated. Performance is assessed across the Group using a balanced scorecard approach comprising of financial and non-financial metrics.

Risk is an embedded consideration in all categories of the balanced scorecard and emphasis is placed on reviewing how objectives are achieved, as well as what has been delivered. Various types of risk are considered, including (but not limited to) credit risk, conduct risk, market risk, operational risk and insurance risk.

Principles of the remuneration policy (continued)

In addition to receiving a salary, benefits are available to UK based colleagues including, pensions, concessionary financial products, private medical cover and a voluntary discount scheme.

There are a small number of senior employees who are also in receipt of a Fixed Share Award (FSA) or a role based allowance. The purpose of the fixed share award/role based allowance is to ensure that for eligible colleagues, their total fixed remuneration is commensurate with the role and provides a competitive reward package with an appropriate balance of fixed and variable remuneration, in line with regulatory requirements.

The fixed share award is delivered in the Group shares on a quarterly basis over a period of three years, and the role based allowance is delivered monthly in cash.

Fixed vs variable reward elements

Reflecting the role of the Insurance Group as part of the wider UK-focused consumer and commercial bank, the majority of Insurance Group employees participate in the annual Group Performance Share Plan.

Some employees participate in specialist or enhanced bonus arrangements, where variable remuneration may be a higher proportion of total remuneration, with salary levels being guided by a combination of external market data, peer comparisons and internal pay ranges where applicable, while ensuring compliance with external regulatory requirements in relation to the 2:1 variable to fixed ratio cap.

The balance of fixed and variable remuneration is regarded as appropriate for such employees and allows variable remuneration to be adequately flexed to reflect the performance of the Group, the business unit and the individual.

As a consequence of the 2:1 variable to fixed ratio cap requirements introduced as part of the Capital Requirements Directive (CRD) legislation, the Group sought and obtained shareholder approval at its 2014 Annual General Meeting to apply a cap of 2:1 where appropriate in relation to the ratio of variable to fixed remuneration for its Material Risk Takers.

A small number of key individuals across the organisation receive a role-based allowance. This includes members of the Insurance Board and its Executive Committees. The role-based allowance forms part of an individual's fixed remuneration, and results in a reduction of the bonus opportunity for impacted staff but has a neutral impact on a total compensation basis. Through this approach, the Group has introduced an appropriate balance of fixed to variable remuneration.

Fixed vs variable reward elements (continued)

For some members of the Insurance Board and its Executive Committees, dependent upon level of seniority, variable remuneration includes an additional long term incentive plan (the Long Term Share Plan), and this is described below together with further detail on variable remuneration elements relating to bonus and share schemes.

Variable Reward plans

Group Performance Share Plan

The Group Performance Share (GPS) plan is an annual discretionary bonus plan. The plan is designed to reflect specific goals linked to the performance of the Group. The majority of colleagues and all MRTs participate in the GPS plan.

Individual GPS awards are based upon individual contribution, overall Group financial results and an assessment of the individual's contribution, performance, behaviours and development over the past calendar year. The Group's total risk-adjusted GPS outcome is determined by the Remuneration Committee annually, modified for:

- Group balanced scorecard performance
- Collective and discretionary adjustments to reflect risk matters and / or other factors.

The Group assessment of risk performance review for the 2022 performance year includes risk and control issues at the IP&I sub-group level. An assessment is made whether there are standalone IP&I risks which are considered sufficiently material to warrant inclusion at the Group level. In addition, a review of the most material risk matters at the IP&I sub-group level is also conducted with a year-end risk outcome determined.

Measures and targets are set annually by the Committee in line with the Group's strategic business plan and consist of both financial and non-financial measures, and the weighting of these measures are determined annually by the Committee.

The assessment of individual performance considers objectives and development goals, including both 'what' the colleague delivered, and 'how' they delivered it, as well as how colleagues took action to grow their skills and capabilities and to support their broader team, divisional or Group objectives.

Remuneration under the Group Performance Share Plan is a mixture of cash and shares. The Group applies deferral arrangements to GPS and variable pay awards made to colleagues. GPS awards for MRTs are subject to deferral and a holding period in line with regulatory requirements and market practice.

Executives, MRTs and identified staff are subject to the Risk Performance Review process incorporating a risk assessment and commentary by their line

Variable Reward plans (continued)

manager and 2nd line risk partner is embedded within 'Your Best'. The risk performance review outcome will be taken into account when the line manager determines the colleagues annual GPS outcome.

The Group Long Term Share plan

The long term variable reward opportunity aligns executive management incentives and behaviours to the objective of delivering long-term superior and sustainable returns. Long term variable rewards incentivise stewardship over a long time horizon and promote good governance through a simple alignment with the interest of shareholders.

Awards made under the rules of the Long-Term Share Plan are in the form of conditional shares and award levels are set at the time of grant, in compliance with regulatory requirements, and may be subject to a discount in determining total variable remuneration under the rules set by the European Banking Authority. The number of shares to be awarded may be calculated using a fair value or based on a discount to market value, as appropriate.

Vesting will be subject to an assessment of underpin thresholds being maintained measured over a period of three years, or such longer period, as determined by the Group Remuneration Committee.

The Remuneration Committee retains full discretion to amend the pay-out levels should the award not reflect business and/or individual performance. The Committee may reduce (including to zero) the level of the award, apply additional conditions to the vesting, or delay the vesting of awards to a specified date or until conditions set by the Committee are satisfied, where it considers it appropriate.

Awards may be subject to malus and clawback for a period of up to seven years after the date of award which may be extended to 10 years where there is an ongoing internal or regulatory investigation.

Other types of awards

Guarantees, Buy-outs and Retention Awards are only permitted in line with the PRA/FCA remuneration requirements, and are subject to the approval processes set out in the Group's Reward Governance Framework, including the Buy Out policy and Deferral and Performance Adjustment policy.

Guarantees for variable remuneration may only be offered in exceptional circumstances to new hires for the first year of service.

Redundancy Pay

All colleagues with two or more years' service are entitled to statutory redundancy pay. Enhanced redundancy pay may be offered dependent on other opportunities for the colleague in the Group.

Further details can be found in the Directors' remuneration section of the Group's 2022 Annual Report using the link below:

[Annual report 2022 - Lloyds Banking Group plc](#)

Quantitative Tables

Total number of MRTs is 21

	Senior Management	Other Material Risk Takers	Other Staff
Fixed remuneration awarded	£5,150,315	£811,216	£0
Variable remuneration awarded	£3,503,392	£521,500	£0
Total amount of remuneration awarded	£8,653,707	£1,332,716	£0

Note: Senior management is aligned to the regulatory definition contained in Article 2 (9) of DIRECTIVE 2013/36/EU which means those natural persons who exercise executive functions within an institution and who are responsible, and accountable to the management body, for the day-to-day management of the institution. This excludes non executive directors in their supervisory capacity.

In financial year 2022 there were no MRTs (including Senior Management) who received a guaranteed variable remuneration award or a severance payment in light of termination.

Investment Policy

The Company satisfies the conditions in Chapter 7 of the MIFIDPRU rule 7.1.4R and is therefore not categorised as a larger non-SNI firm. As a result of this, the Company is not required to provide a disclosure on investment policy.

Appendix 1 - List of Recovery Actions



A list of recovery actions for each SWG entity is provided in the [Insurance Recovery Plan \(RECP\)](#). This was last approved by Insurance Board in December 2021. The table below provides the recovery actions for the Company. Details have been updated to reflect the latest position, where relevant. As the focus of the RECP is on capital adequacy, it does not include the option to access the liquidity facility, which has been added here for completeness.

The information in the table is intended to address the guidance stated in MIFIDPRU 7.5.6 on relevant considerations for recovery actions.

Action	Aim	Do-ability	Timeline (months)	Governance Route	Indicative Solvency Ratio Impact	Indicative Liquidity Ratio Impact	Readiness	Circumstances Impacting Effectiveness
Call on capital support from SWL	Remediation	Relative ease given operational capability and existing capital support arrangement. The Company received a capital injection from SWL of £45m in December 2020.	0-3	IWALCO: Endorsement Insurance Board: Approval	Full capital requirements could be restored	Liquidity risk appetite could be restored	Green	Conditional on SWL having sufficient capital to provide support.
Retention of capital generated	Remediation	In line with capital policy, so very easy to implement.	0-12	IWALCO: Endorsement Insurance Board: Approval	Full capital requirements could be restored	Liquidity risk appetite could be restored	Green	This action could only be implemented if The Company was forecasted to make dividend payments over the course of the 4YOP. This is not currently the case.

Action	Aim	Do-ability	Timeline (months)	Governance Route	Indicative Solvency Ratio Impact	Indicative Liquidity Ratio Impact	Readiness	Circumstances Impacting Effectiveness
Share issuance to internal entity	Remediation	<p>Relatively straightforward to implement but would depend on another internal entity's ability to purchase shares.</p> <p>Unlikely to be implemented whilst solvency ratio remains above the 'Red' risk appetite threshold.</p>	0-3	<p>IWALCO: Endorsement</p> <p>Insurance Board: Approval</p>	Full capital requirements could be restored	Liquidity risk appetite could be restored	Green	Dependent on the availability of financing from other entities within the Group.
Draw on the Group liquidity facility	Remediation	Straightforward. Requires the submission of a utilisation request to the Group.	5 days	No formal governance required. Request would be prepared by Insurance Finance, with support from Insurance senior management.	None, as drawn funds would need to be repaid.	Liquidity risk appetite could be restored.	Green	Dependent on the facility not being exhausted by other Group entities prior to the Company drawdown.