Integral

Prudential disclosure

In accordance with the UK Investment Firms Prudential Regime ("IFPR")

Integral Development Corporation (Europe) Limited

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Introduction

On 1st January 2022, the UK Investment Firm Prudential Regime ("IFPR") came into force. The IFPR aims to streamline and simplify prudential requirements for UK MiFID Investment Firms. It refocuses prudential requirements and expectations away from the risks firms face, to also consider and manage the potential harm firms can pose to consumers and markets.

Integral Development Corporation (Europe) Limited ("the Firm") is required to comply with IFPR. This regulation is implemented through the FCA Prudential sourcebook for MiFID Investment Firms ("MIFIDPRU").

This document contains the disclosures required under MIFIDPRU 8, fulfilling all disclosures relevant to the Firm and making them easily accessible to clients and market participants on the Firm's website at: https://mtf.integral.com/.

Disclosure policy

In accordance with MIFIDPRU 8, the Firm will:

- publish a Prudential Disclosure on its website at least annually on the date it publishes its annual financial statements;
- ensure that the Prudential Disclosure contains the mandatory applicable disclosures remuneration;
- review and update the Prudential Disclosure following significant changes to the Firm's business model or risk management framework;
- ensure that the Prudential Disclosure is presented in a consistent format allowing a reader of the information to make comparisons easily; and
- summarise any significant changes to the information disclosed, when compared with previous disclosure periods.

Remuneration policy and practices

Qualitative disclosures

Principles

The key principles behind the Firm's remuneration policy and practices are as follows:

- contribute to sound risk management;
- promote healthy firm culture and responsible business conduct;
- promote diversity and inclusion; and
- encourage staff to act in the best interests of the Firm's clients.

Variable remuneration and performance

The payment of variable remuneration is usually based on performance, save in exceptional cases. The firm uses a balanced scorecard to assess performance. This ensures that an individual's performance is assessed against a range of financial (for example, performance of the business unit in which a person works and that person's contribution to that performance) and non-financial performance metrics (for example, building and maintaining positive customer relationships, adherence to risk management and compliance policies and completion of firm-wide training).

The Firm retains the flexibility to pay no variable remuneration.

Performance criteria

The table below summarises the financial and non-financial performance criteria used to assess the firm, business units, and individuals.

	Financial performance criteria	**Non-financial performance criteria**
Firm	• Firm profit and loss. • Firm revenue.	• Performance in line with the Firm's strategy and values, including initiatives to foster diversity and inclusion.
Business unit	• Business unit profit and loss. • Business unit revenue.	• Building and maintaining positive customer relationships and outcomes.
Individual	• Client commission (where relevant).	• Adherence to risk management and compliance policies. • Completion of Firm wide training / required CPD.

Categories of staff eligible to receive variable remuneration

The following categories of staff are eligible to receive variable remuneration based on the Firm's activities:

- executive directors;
- members of the Firm's management team that are not executive directors;
- sales staff / relationship managers; and
- operational staff.

The firm's non-executive directors are not eligible to receive variable remuneration.

Key characteristics of the remuneration policy and practices

The Firm offers the following types of remuneration:

- salary = fixed
- discretionary cash bonus = variable
- share linked instruments = variable (from time to time)

Quantitative disclosures [Figures for reporting period 01/01/25-31/12/25]

Description	**Quantitative Disclosure**
Remuneration awarded to all staff:	
- *TOTAL FIXED*	*£143,600*
- *TOTAL VARIABLE*	*£139,779*
- *COMBINED TOTAL REMUNERATION*	*£283,379*