



Monex Europe Limited

Monex Europe Limited
1 Bartholomew Lane
London EC2N 2AX, UK
T. +44 (0)203 650 6300
info@monexeurope.com
www.monexeurope.com

Section 172(1) statement
For the year ended 31 December 2020

Section 172 of the Companies Act 2006 requires the directors to act in a way that they consider, in a good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole. Promoting success of the business in this manner, among other matters, is a key focus of the board of directors ("Board").

During the year, keeping the long-term interest of the business in view, the Board oversaw a successful effort of setting up a licensed entity within the EU. The Board recognises that after the recent trade agreement between the UK and the EU, the overall potential negative impact of Brexit on macroeconomics may have reduced. However, the downside risk, which can arise in case of any future trade disputes, is not eliminated. The current trade agreement does not incorporate the passporting of financial services and therefore there is a need for companies to expand current operations to maintain access to the European markets.

The Board considers that the continued focus on streamlining the services to clients and increased functionality of the Company's platform is one of the key factors in delivering sustainable growth for the on-going success of the Company. During the year, the Board ensured that it had the necessary budget approval in place to invest c.£3.2m to develop the Company's state-of-the-art software system.

Maintaining positive relationships with customers has been key to client retention. Competitive pricing with a suitable product offering to the customer base has been at the core of the successful growth of the Company. Throughout the ongoing COVID-9 situation, the Company has continued to provide full services to its clients without any disruptions. As an FCA regulated business, the principle of "Treating Customers Fairly" and maintaining high standards of business conduct are the main values of the Company. There are processes in place for customer complaint handling and dispute resolution in addition to staff being given regular training sessions on business conduct.

The Board recognises the importance of the contribution the Company's employees make to the success of the business and the need for the Company to remain competitive in staff retention. The development, wellbeing and health of staff continue to be major priorities in maintaining a positive and stable working environment. To this end, the Board ensures that staff have access to training programmes and benefits such as gym membership, private health insurance and a tailored personal healthcare training plan. Throughout the ongoing COVID-19 pandemic, the Company has offered tailored support to the staff including online fitness lessons with a dedicated health instructor, tips to remain fit and active at home and various virtual social events.

Engaging with staff is also key in ensuring a positive and productive working environment. The executive directors hold regular team meetings with the Heads of Departments to discuss matters surrounding the business and its employees. The Company has retained the majority of its existing personnel throughout the year and has not furloughed any staff during the COVID-19 pandemic. The Company expects to continue to do so through close dialogue, and a positive working environment and appropriate staff benefits.

The Board is aware of the importance of a strong relationship with the suppliers of the Company. The Company has a process in place to ensure that suppliers are consistently paid on time and there is sufficient communication between the Company and its supplier base.




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Section 172(1) statement (continued)
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The Company recognises the importance of conducting its activities with due care and regard for the environment. The Company is committed to reducing waste, and actively pursues the use of recyclable products. The Company endeavours to contribute to good causes to support the community. During the year, the Company donated to charities, hospitals and conducted a fundraiser for the NHS.

Approved by the board and signed on their behalf by:


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N P Edgeley
Director

Date 20 April 2021