

Citadel Advisors Europe Limited

(Formerly Citadel Management (Europe) Limited)

Section 172(1) Statement for the year ended 31 December 2021

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As set out in section 172 of the UK Companies Act 2006 (the "Act"), the Directors are required to act in a way that they consider, in good faith, to be most likely to promote the success of Citadel Advisors Europe Limited (the "Company") for the benefit of its members as a whole. In performing their duty under the Act, the Board is required to have regard to, amongst other matters to the likely consequences of any decision in the long term: the interests of the Company's employees; the need to foster the Company's business relationships with suppliers, customers and others; the impact of the Company's operations on the community and environment and the need to engage with key stakeholders in order to maintain a reputation for high standards of business conduct. The Directors give careful consideration to the factors set out above in discharging their duties.

BOARD ROLES, RESPONSIBILITIES AND DECISION MAKING

The Citadel Group is privately owned and ultimately controlled by Kenneth Griffin, its founder. Throughout the year ended 31 December 2021, the Company was the managing corporate member of Citadel Europe LLP ("CELP") which was authorised by the FCA to undertake investment management services. The Company provided a range of services to CELP, notably the provision of the service of its employees. CELP was subject to its own risk management and governance framework which the Company helped oversee as part of its role as managing corporate member.

At 31 December 2021, the Board comprised two Directors, one of whom is also part of the Citadel Group leadership team and was employed by Citadel Enterprise Americas LLC, an affiliate. The Board, in discharging its duties, delegates authority to management for the day-to-day running of the business. Management are responsible for implementing decisions made at the Citadel Group level and will ensure adherence with local requirements whilst considering the impact on key stakeholders.

STAKEHOLDER ENGAGEMENT

The Directors recognise the value of building strong and transparent relationships with stakeholders in promoting and achieving the long-term success of the business. In making decisions, the Directors take into account the views and interests of key stakeholders, including its shareholder, related companies, employees and suppliers. Considering the impact on a broad range of stakeholders is an important part of the decision-making process and the Board seeks to consider the interests and priorities of each stakeholder group. However, the Board acknowledges that in balancing different perspectives it is not always possible to deliver the desired outcome for each and every stakeholder.

Shareholder and Related Companies

The Company is a wholly owned subsidiary of a privately owned group. One of the Directors is part of the Citadel Group leadership team and will consider the interest of the ultimate owner and strategy of the wider Citadel Group in decision making to ensure alignment. In addition, the Directors are in frequent dialogue with Group management and the wider Citadel Group senior management to ensure their feedback is sought with respect to decision-making.

Employees

The Company and its key service providers operate as a meritocracy and in doing so recognises the importance of hiring, developing and retaining leading professionals across each function. Robust processes are in place to attract the best talent to work in highly effective teams. The Citadel Group believe in hiring people and having employees who do things the right way, who act with integrity and who practice sound judgement and common sense in all their actions and who conform to the letter and spirit of the law at all times. Further, a culture of continual learning and development for all employees is supported to ensure they continue to remain effective and can grow in their roles.

Employee health and wellbeing has been a primary focus for the Company and its key service providers throughout the COVID-19 pandemic. The Company and its key service providers are committed to ensuring they provide a COVID-19 secure workplace and ensuring that staff are supported and have the resources to carry out their roles effectively whilst working remotely. As part of its oversight responsibilities, the Board requested and received regular updates on measures to ensure the wellbeing of employees during 2021 to ensure employee safety and compliance with government guidelines.

The Board also receives regular updates on conduct risk metrics, which provides it with relevant data and information on employee conduct, culture, and emerging issues.

Section 172(1) Statement (continued)

Regulators and Trading Venues

The Board recognises the importance of an ongoing constructive dialogue with regulators and policymakers to share the Citadel Group's experience as a market stakeholder and its recommendations on best practices across financial market legislative and regulatory developments. The Citadel Group is committed to the integrity, transparency, efficiency, competitiveness and stability of financial markets. The Group has consistently engaged with policymakers and regulators to ensure the successful implementation of key financial services regulations. The Board has requested and received regular updates on regulatory matters of relevance for the Group and on the status of the Citadel Group's regulatory engagement and dialogue.

Suppliers

The Company is committed to supporting and developing strong relationships with suppliers, and understands the importance of meeting payment terms, particularly for smaller businesses. The Directors noted that the Company had met its key performance indicators in relation to payment periods.

On behalf of the Board



Steven Atkinson, Director
25 April 2022