Arteqin

# MIFIDPRU 8 DISCLOSURE

**2025**

## Introduction

Arteqin Capital Limited (ACL) is authorised and regulated by the Financial Conduct Authority (the "FCA"). ACL is a UK domiciled discretionary investment manager to professional clients.

ACL is categorised as a "SNI MIFIDPRU investment firm" by the FCA for capital purposes and reports on a solo basis. ACL's MIFIDPRU 8 disclosure fulfils the firm's obligation to disclose to market participants' key information on a firm's remuneration policies and practices

In making the qualitative elements of this disclosure, ACL is required to provide a level of detail that is appropriate to the firm's size and internal organisation, and to the nature, scope and complexity of its activities.

This disclosure is made annually on the date the firm publishes its annual financial statements. As appropriate, this disclosure is made more frequently, for example if there is a major change to the firm's business model.

## Remuneration Policy and Practices

ACL is subject to the Remuneration Code (the "Code") for MIFIDPRU Firms as codified in Section 19G of the SYSC sourcebook of the Financial Conduct Authority handbook.

This disclosure sets out qualitative and quantitative information on the Firm's remuneration processes and practices.

## A. Qualitative Information

The objective of ACL's remuneration policy is to establish, implement and maintain remuneration policies, procedures and practices that are consistent with and promote effective risk management and do not encourage excessive risk taking.

ACL ensures that the remuneration policy and its practical application are consistent with the firm's business strategy, objectives and long-term interests.

ACL's Remuneration Committee is responsible for the review and updating of the firm's remuneration policy, agreeing the framework for variable remuneration plans and approving remuneration packages, including variable remuneration, for staff.

Staff receive a salary which reflects their market value, responsibilities and experience.

Staff may also receive variable remuneration, such as an annual bonus, where the individual operates within the risk appetite of the company and has demonstrated appropriate behaviour.

Variable remuneration is intended to reflect contribution to the ACL's overall success. Staff are assessed throughout the year and rated based on company, department and individual performance. The performance assessment considers both financial measures and non-financial measures.

ACL’s linkage between variable remuneration and performance is based upon the following tenets:

- Ensuring an appropriate balance of financial results between staff and shareholders
- Attraction and retention of staff members
- Aligning the interest of senior staff members via long-term incentive awards
- Link a proportion of a staff member’s total compensation to the Firm’s performance
- Discourage excessive risk-taking
- Ensure client interests are not negatively impacted]

## B. Quantitative Information

With respect to the financial year ending 31 December 2024, the total amount of remuneration awarded to all staff, including the split of fixed and variable remuneration, was as follows:

| | GBP |
|---|---|
| **Fixed remuneration** | *2,360,063* |
| **Variable remuneration** | *2,118,900* |
| **Total** | *4,478,963* |