

# MARYLEBONE

## PARTNERS <sup>LLP</sup>

### MIFIDPRU 8 DISCLOSURE

Marylebone Partners LLP (the “Firm”) is authorised and regulated by the Financial Conduct Authority (the “FCA”). The Firm is a UK domiciled discretionary investment manager to alternative investment funds and to segregated managed accounts.

The Firm reports on a solo basis and is categorised as a small and non-connected (“SNI”) MIFIDPRU investment firm by the FCA for capital purposes. As such, the Firm is required by MIFIDPRU 8 to disclose to market participants information regarding its remuneration policies and practices.

In making the qualitative elements of this disclosure, the Firm 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 if, for example, there is a major change to the Firm’s business model.

This disclosure is for the year to 31<sup>st</sup> March 2023.

### REMUNERATION POLICIES AND PRACTICES

The Firm is subject to the Remuneration Code (the “Code”) for MIFIDPRU Firms as set out in Section 19G of the SYSC sourcebook of the Financial Conduct Authority’s handbook.

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

#### A. Qualitative Information

The Firm must 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.

The Firm ensures that its Remuneration Policy and its practical application are consistent with the Firm’s business strategy, objectives and long-term interests.

The Firm’s Executive 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.

The Firm’s members involved in the day-to-day operations of the Firm and its employees receive fixed drawings or salaries, set by the Executive Committee in line with market competitiveness at a level to attract and retain skilled staff, and may receive variable remuneration, paid on a discretionary basis, which takes into consideration the Firm’s financial performance and the performance of the individual in contributing to the Firm’s success and which is subject to the discretion of the Executive Committee.

In addition, all members of the Firm are entitled to a share of profits after all other fixed and variable expenses, including their Priority Profit Share and Executive Committee discretionary awarded profit shares have been met which comprises their Residual Profit Share.

#### B. Quantitative Information

With respect to the financial year ended 31<sup>st</sup> March 2023, the total amount of remuneration awarded to all staff, including the split of fixed and variable remuneration, was as follows:

Fixed remuneration	£1,094,090
Variable remuneration	£1,816,928
Total	£2,911,018

For these purposes, ‘staff’ includes both employees and members of the Firm.