

MIFIDPRU 8 DISCLOSURE STATEMENT

1. Introduction

- 1.1. The Financial Conduct Authority's ("FCA") Prudential sourcebook for MiFID Investment Firms ("MIFIDPRU") sets out the detailed prudential requirements that apply to Resolution Partners Limited ("Resolution Partners" or the "Company"). In particular, Chapter 8 of MIFIDPRU ("MIFIDPRU 8" or the "public disclosures requirements") sets out public disclosure obligations with which the Company must comply, further to those prudential obligations.
- 1.2. Resolution Partners is classified under MIFIDPRU as a small and non-interconnected investment firm ("SNI MIFIDPRU investment firm"). As such, MIFIDPRU 8 requires the Company to disclose information regarding the Company's remuneration policy and practices.
- 1.3. Resolution Partners is an independent corporate finance established by its two Directors in November 2001. The Company is owned by two holding companies which are themselves owned separately and individually by the Directors.
- 1.4. The purpose of these disclosures is to give stakeholders and market participants an insight into the Company's culture, and to assist stakeholders in making more informed decisions about their relationship with the Company.
- 1.5. This document has been prepared by Resolution Partners in accordance with the requirements of MIFPRU 8 and has been approved by the Board. All figures are as at the Company's year end of 31 December 2023.

2. Remuneration Policy and Practices

2.1. Overview

- 2.1.1. As an SNI MIFIDPRU investment firm, Resolution Partners is subject to the basic requirements of the MIFIDPRU Remuneration code. The purpose of the requirements on remuneration are to:
 - promote effective risk management in the long-term interests of the Company and its clients;
 - ensure alignment between risk and individual reward;
 - support positive behaviours and a healthy firm culture; and
 - discourage behaviours that can lead to misconduct and poor customer outcomes.
- 2.1.2. The objective of Resolution Partners' remuneration policies and practices is to establish, implement and maintain a culture that is consistent with, and promotes, sound and effective risk management and does not encourage risk-taking that is inconsistent with the risk profile of the Company and the services that it provides to its clients.
- 2.1.3. In addition, Resolution Partners recognises that remuneration is a key component in how the Company attracts, motivates and retains quality staff and sustains consistently high levels of performance, productivity and results. As such, the Company's remuneration philosophy is also grounded in the belief that its people are its most important asset and greatest competitive advantage.
- 2.1.4. Resolution Partners is committed to excellence, teamwork, ethical behaviour and the pursuit of exceptional outcomes for its clients. From a remuneration perspective, this means that performance is determined through the assessment of various factors that relate to these values, and by making considered and informed decisions that reward effort, conduct and results.

2.2. Characteristics of the remuneration policy and practices

- 2.2.1. Remuneration at Resolution Partners is made up of fixed and variable components. The Company operates with a flexible and low cost base which the Directors regard as being both prudent and the appropriate strategy. This is achieved by ensuring that the fixed element of remuneration, one of the key

costs of the business, is maintained at low levels. Any further payments over and above these amounts – i.e. the variable element of remuneration – are made out of the cash profits of the Company and are entirely discretionary.

- 2.2.2. Variable remuneration awards are made within a context of ensuring that they do not affect the Company's ability to ensure it continues to operate with a sound capital base. Resolution Partners does not pay remuneration for potential future revenues whose timing and likelihood remain uncertain and will also retain sufficient sums to cover its regulatory and working capital requirements taking full account of risk management considerations. Remuneration relates only to cash profits actually made by the Company and which are not subject to clawback.
- 2.2.3. This approach allows for the possibility of paying no variable remuneration component, which the Company would do in certain situations, such as where the Company's profitability performance is constrained, or where there is a risk that the Company may not be able to meet its regulatory capital or liquidity requirements.

2.3. Governance and oversight

- 2.3.1. The Directors (who via the holding companies referred to in 1.3 above are also the ultimate shareholders of the Company) are responsible for setting and overseeing the implementation of the Company's remuneration policy and practices. This ensures that that remuneration policy and practices both take into account the long-term interests of shareholders and other stakeholders in the Company and that the overall remuneration policy is consistent with the business strategy, objectives, values and interests of the Company and of its clients. In turn this ensures that remuneration decisions are consistent with effective risk management.
- 2.3.2. Resolution Partners' remuneration policy statement is reviewed annually by the Board.

3. **Quantitative Remuneration Disclosures**

- 3.1. For the financial year ended 31 December 2022 the total amount of remuneration awarded to all staff was £4,012,101 of which £72,000 constituted the fixed component of remuneration and £3,940,101 constituted the variable component. For these purposes "staff" includes employees, directors and consultants.

Resolution Partners
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