

## MIFIDPRU 8.6 Disclosure

Based on audited financial statements for the year ending 31st March 2024

### Scope and purpose

This disclosure relates to Asset Intelligence Portfolio Management, classified as a small and non-interconnected (SNI) MIFIDPRU Investment Firm. As required under MIFIDPRU 8.6, information regarding remuneration policies and practices is disclosed herein, appropriate to the size, internal organisation, nature, scope, and complexity of activities.

### Approach to remuneration

Approach to Remuneration Base salaries provide pre-determined, non-revocable compensation paid throughout the year, irrespective of individual or overall firm performance. Salaries and benefits represent the significant proportion of total remuneration and are based on professional experience and individual responsibility.

The firms may consider discretionary bonuses, reflecting both individual performance and the overall profitability of the business. Bonuses do not form part of contractual remuneration and can diminish or disappear if performance, either individually or collectively, is below expectations. Individual performance assessments include both financial and non-financial metrics. To discourage excessive risk-taking, fixed remuneration comprises the majority of total staff compensation.

### Objective of financial incentives

Financial incentives aim to align individual behaviour with long-term strategic objectives, ethical standards, and the firm's overall interests. Such incentives reward individual achievements and performance beyond standard job expectations.

### Governance and decision-making procedures

Asset Intelligence Portfolio Management implements remuneration policies, procedures, and practices consistent with sound, effective risk management as required under the MIFIDPRU Remuneration Code (SYSC 19G). These remuneration practices aim to:

- Promote sound risk management aligned with established risk management principles
- Discourage excessive or inappropriate risk-taking
- Ensure remuneration costs reflect profitability and maintain capital adequacy
- Link remuneration to financial, operational, and individual performance
- Provide remuneration levels competitive with peer firms of similar size, scope, and complexity
- Foster a positive culture towards risk management and compliance.

The remuneration policies and practices support long-term strategic objectives and values, ensuring that risk-taking remains within acceptable limits.

Periodic benchmarking ensures individual remuneration remains proportionate to the nature, quality, and scope of work performed. The remuneration policy clearly outlines criteria for evaluating both firm-wide and individual staff performance, assessing overall financial outcomes alongside measures such as new business acquisition, client satisfaction, and employee retention.

Performance evaluations for individuals encompass financial and non-financial criteria, including:

- Positive client outcomes
- Alignment with firm strategy and values
- Compliance with established risk management policies.

### Remuneration components

All components of remuneration are categorised as either fixed or variable.  
[The entries below are examples.]

Fixed	Variable
Salary	Discretionary bonus Long term incentive plans

### Quantitative disclosures

**Remuneration awarded to all staff**  
“staff” has been interpreted broadly in line with SYSC 19G.1.24G

Fixed remuneration	£ 323,381
Variable remuneration	£ 0
<b>Total remuneration</b>	<b>£ 323,381</b>