

## **Remuneration Disclosure**

### **Introduction**

Amati Global Investors Limited ("Amati" or the "Firm") is a MiFIDPRU investment firm and the following disclosures have been made in accordance with the FCA's MiFIDPRU remuneration requirements. This Remuneration Disclosure (the "Disclosure") has been produced to satisfy the MIFIDPRU 8 Disclosure requirements for small non-interconnected (SNI) firms and provides a summary of the Firm's qualitative and quantitative disclosures.

### **Remuneration Philosophy**

Our remuneration philosophy and the objectives of our remuneration practices are consistent with and promote sound and effective risk management aligned with the business strategy, objectives and long-term interests of the Firm. The Firm's remuneration arrangements are designed to:

- incentivise and reward staff across the Firm;
- promote risk awareness and encourage responsible business conduct;
- reinforce positive cultures and the values of the Firm;
- encourage responsible business conduct;
- align the interests of staff with the long-term interests of clients and the Firm, commensurate with the Firm's risk appetite;
- avoid conflicts of interests; and
- offer reasonable and competitive remuneration to attract and retain high calibre employees.

### **Governance and reporting**

The Firm's Management Body is responsible for overseeing and implementing the Firm's remuneration practices. The Firm's Remuneration Committee is responsible for overseeing the implementation of this Policy and for overseeing the remuneration of the Firm's senior risk officers and senior compliance functions. All remuneration decisions are reviewed and approved by the Remuneration Committee following recommendations made with the involvement of relevant line manager and control functions. The compliance function provides input into the remuneration policy and the broad structure of the remuneration arrangements, but does not provide input into the determination of individual awards.

### **Components of Remuneration**

The Firm categorises all remuneration as either fixed or variable remuneration based on the 'quality' and 'purpose' of the remuneration.

The Firm pays fixed and variable remuneration in a balanced way, with the fixed component representing a sufficiently high proportion of the total remuneration that enables the Firm's Policy to work flexibly and includes the possibility of the Firm paying no variable remuneration.

### **Fixed and variable remuneration**

Fixed remuneration is remuneration that primarily reflects a staff member's professional experience and organisational responsibility as defined in their job description and terms of employment; it is permanent, contractual, pre-determined, non-discretionary, non-revocable and not dependent on performance.

Variable remuneration is remuneration that is based on Firm performance or, in exceptional cases, other conditions that reflects the long-term performance of the staff member as well as performance in excess of the staff member's job description and terms of employment. The level of variable remuneration in aggregate is determined by the performance of the business in the year and related profit available, having ensured that the Firm has sufficient capital and liquidity resources. There is no direct link between investment performance and variable remuneration.

### **Financial and non-financial assessment criteria**

The Firm considers both financial and non-financial criteria when assessing individuals for the purposes of determining the amount of variable remuneration paid. Non-financial criteria form a significant part of the performance assessment process and can override financial criteria in the determination of variable remuneration. Metrics on conduct make up a substantial portion of the non-financial criteria and include how far the individual adheres to effective risk management and complies with relevant regulatory requirements.

### **Total remuneration awarded to all staff**

For the year ending 31 December 2024, the total amount of remuneration awarded to all staff comprised:

- (a) £2,252,189 of fixed remuneration; and
- (b) £405,464 of variable remuneration.

All variable amounts are distributed as cash annually with an element deferred until year end accounts are audited and signed. There was no remuneration in the form of shares, share-linked instruments and other types of instrument.

### **Summary of significant changes**

There have been no significant changes to the Firm's Remuneration Disclosure compared to the previous period.

### **Timing of disclosure**

This disclosure is published annually on our website.

31 March 2025

Amati Global Investors  
8 Coates Crescent  
Edinburgh  
EH3 7AL