

MIFIDPRU

Public Disclosure Document

ARCUS INVESTMENT LIMITED

FOR THE PERIOD 01 OCTOBER 2022 TO 30 SEPTEMBER 2023

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MIFIDPRU Public Disclosure Document

Arcus Investment Limited

1 Overview and summary

Arcus investment Limited (“AIL”, the “Firm”) is authorised and regulated by the Financial Conduct Authority (“FCA”) as a Collective Portfolio Investment Firm (“CPMI”), holding a regulatory license under the Alternative Investment Fund Manager Directive (“AIFMD”) with top-up permissions to conduct Markets in Financial Instruments Directive (“MiFID”) activities.

As an Alternative Investment Fund Manager (“AIFM”) with MiFID top-up permissions, AIL has to maintain regulatory capital and liquidity at all times in compliance with both AIFMD and the Investment Firm Prudential Regime (“IFPR”).

Under IFPR and specifically the FCA’s Prudential Sourcebook for MiFID firms (“MIFIDPRU”), AIL has been classified as a Small Non-Interconnected (“SNI”) firm.

The Firm has produced this Public Disclosure Document in line with the rules and requirements of MIFIDPRU 8, as applicable to SNI firms without additional tier 1 instruments in issue.

This Public Disclosure Document has been prepared based on the audited financials as at 30 September 2023, covering the financial period 01 October 2022 to 30 September 2023.

2 Remuneration arrangements

2.1 Qualitative disclosures (MIFIDPRU 8.6.2)

The Firm has adopted a remuneration policy and procedures that comply with the requirements of chapter 19G of the FCA's Senior Management Arrangements, Systems and Controls Sourcebook ("SYSC").

In accordance with MIFIDPRU 8.6.2 the Firm makes the following qualitative remuneration disclosures:

- The Firm's remuneration policy is reviewed at least annually to ensure it is appropriate and proportionate to the nature, scale and complexity of the risks inherent in the business model and activities of the firm.
- The Board of Directors of AIL have delegated responsibility for the review and approval of the remuneration policy to the Arcus Group Management Committee (AGMC). The AGMC is made up of senior members of staff from AIL and other Arcus group companies, who are responsible for approving documentation in line with their areas of authority.
- The Firm ensures that its remuneration structure promotes effective risk management and balances the fixed and variable remuneration components for all staff.
- Variable remuneration is adjusted in line with capital and liquidity requirements as well as the firm's performance.

AIL's remuneration policy sets out the criteria for setting fixed and variable remuneration. All remuneration paid to staff members is clearly categorised as either fixed or variable remuneration.

Fixed remuneration is based upon a staff member's professional experience and organisational responsibility. It is permanent, pre-determined, non-discretionary, non-revocable and not dependent on performance.

Variable remuneration is based upon staff members performance or, in exceptional cases, other conditions.

Performance 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.

Total remuneration is based on balancing both financial and non-financial indicators together with the performance of the Firm and the staff member's business area.

The Firm ensures that fixed and variable components of the total remuneration are appropriately balanced; and the fixed component represents a sufficiently high proportion of the total remuneration to enable the operation of a fully flexible policy on variable remuneration.

The Firm monitors fixed to variable compensation to ensure SYSC 19G is adhered to with respect to total remuneration.

2.2 Quantitative disclosures (MIFIDPRU 8.6.8)

As an SNI firm, in accordance with MIFIDPRU 8.6.8, AIL is required to disclose the total amount of remuneration awarded to all staff, split into fixed and variable remuneration.

	Year ended 30 September 2023
Fixed remuneration	1,242,096
Variable remuneration	7,422,147
Total remuneration	8,664,243