



# CAP10 PARTNERS LLP

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## MIFIDPRU 8 DISCLOSURE

*31 March 2024*

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## 1. MIFIDPRU 8 DISCLOSURE

Cap10 Partners LLP (FRN 966309) (the "Firm") is authorised and regulated by the Financial Conduct Authority (the "FCA"). The Firm has a pan-European geographical focus and will manage, on behalf of Cap10 Partners Fund I SCSp and Volt Coinvest SCSp, investments in established mid-market companies with €50-200M equity range.

The Firm is categorised as a "SNI MIFIDPRU investment firm" by the FCA for capital purposes. The Firm reports on a solo basis. The Firm's MIFIDPRU 8 disclosure fulfils the Firm's obligation to disclose to market participants' key information on a firm's 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, for example if there is a major change to the Firm's business model.

## 2. REMUNERATION POLICIES AND PRACTICES

The Firm is subject to the Remuneration Code (the "Code") for MIFIDPRU Firms as codified in Section 19G of the SYSC sourcebook of the Financial Conduct Authority handbook.

This disclosure sets out qualitative and quantitative information on the Firm's remuneration processes and practices for the remuneration period 31 March 2023 to 31 Marh 2024.

### A. Qualitative Information

The Firm's remuneration arrangements seek to ensure effective risk alignment between the Firm's staff, the Firm itself and the Firm's clients.

The Firm establishes, implements and maintains 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 the remuneration policy and its practical application are consistent with the Firm's business strategy, objectives and long-term interests.

The Firm awards both fixed remuneration and variable remuneration. Remuneration is set in light of the relevant role, the skills and expertise of the individual, market conditions and the overall competitiveness of the remuneration package concerned.

Variable remuneration is based on a combination of factors. These factors include financial and non-financial criteria including the performance of the individual; the performance of a business unit or team; and the overall performance of the Firm, risk management, people and culture

*The Firm's linkage between variable remuneration and performance is based upon the following tenets:*

- *Ensuring an appropriate balance of financial results between staff and shareholders*
- *Attraction and retention of staff members*
- *Aligning the interest of senior staff members via long-term incentive awards*
- *Link a proportion of a staff member's total compensation to the Firm's performance*
- *Discourage excessive risk-taking*
- *Ensure client interests are not negatively impacted*

**B. Quantitative Information**

With respect to the financial year ending 31 March 2024, the total amount of remuneration awarded to all staff, including the split of fixed and variable remuneration, was as follows:

	<i>GBP</i>
Fixed remuneration	<i>860,720</i>
Variable remuneration	<i>492,700</i>
Total	<i>1,353,420</i>