



FCA remuneration disclosure

Introduction

This document presents the FCA Disclosure Requirements for Magnus Financial Discretionary Management Limited (Magnus) which is authorised and regulated by the Financial Conduct Authority ('FCA'). As of 31st March 2025, Magnus was classified as an SNI MIFIDPRU investment firm subject to the FCA's Investment Firm Prudential Regime (IFPR).

These FCA requirements are intended to ensure that our disclosures are sufficient to allow participants to form an assessment of the Firm's risk profile and capital resources on a basis comparable with other regulated financial services firms.

FCA Disclosure Policy

All disclosures, unless otherwise stated, apply as of 31 March 2025 in line with the Firm's financial year end. All disclosures are for Magnus are on a standalone basis and do not consider any other firms or entities within the Wren Sterling Group. The disclosures are prepared on an annual basis solely for the purposes of complying with FCA requirements.

The Magnus disclosures are considered appropriate for its size and internal organisation and are subject to approval by Magnus' Board of Directors. Should a significant change in business or operating environment require this, the firm may consider publishing updated disclosures.

Internal Capital Management

The Firm's capital management strategy is to maintain sufficient capital resources for its size and complexity of business both in the present and to facilitate future growth.

Magnus monitors its financial adequacy regularly and undertakes a formal internal capital and risk assessment (ICARA) at least annually to identify and manage its principal risks and capital requirements in both business-as-usual and stressed scenarios.

This assessment has been conducted in accordance with the FCA's Internal Capital Adequacy and Review Assessment (ICARA) requirements and expectations.

Remuneration

The remuneration policy is approved by the Board. The Board is responsible for all aspects of staffing, including the remuneration of senior staff. The Board ensures that the remuneration arrangements comply with the Remuneration Policy and that staff rewards support the strategic aims of the business, its corporate culture and approach to risk management.

Policy and Governance

Magnus has established a remuneration policy in accordance with the FCA's Remuneration Code, which is the responsibility of the Board. The aim of the remuneration policy and governance framework is to establish, implement and maintain remuneration policies, procedures, governance and practices that:

- are in line with the business strategy, and the sustained, long-term performance of the Firm;
- neither encourage, nor reward risk taking outside the Board's appetite; and
- promote sound and effective risk management.

Link between Pay and Performance

As an SNI-MIFIDPRU investment firm Magnus is obliged to disclose remuneration split between fixed pay and variable, performance-related pay.

- Fixed pay refers to the employee's base salary. This forms the core element of pay and reflects the individual's role and position within the Firm.
- Variable, performance related pay refers to discretionary bonus payments. The Firm considers both individual and firm level performance as factors to determine bonus payments. In the financial year to 31-March 2025, remuneration comprised base salary, fixed pay £830k and variable, performance-related pay £100k. The below table outlines the disclosure requirements:

Staff category	Total number of individuals	Total of fixed remuneration (000's)	Total amount of variable remuneration (000's)	Aggregated Remuneration (000's)
All staff	5	830	100	930

Notes

Employee remuneration considers staff employed directly by Magnus, or those staff that work for Magnus via the Shared Services Agreement with Wren Sterling.