



Variis Partners LLP

MIFIDPRU 8 DISCLOSURES

For the year ended 31 March 2025

Introduction

Variis Partners LLP ("Variis" or "the Firm"), is authorised and regulated as a limited license firm by the Financial Conduct Authority ("FCA"). The Firm is categorised as an SNI MIFIDPRU Investment Firm for prudential supervision. It is an investment management firm and as such has no trading book exposures. The Firm does not hold client money.

Scope of Application of the Requirement

As part of its regulatory framework Variis is subject to MIFIDPRU 8 in the FCA Handbook which, among other things, requires Variis, as an SNI MIFIDPRU Investment Firm which does not have additional tier 1 instruments in issue, to make these public disclosures in relation to the Firm's remuneration practices.

Remuneration

The Firm has adopted a remuneration policy that complies with the requirements of chapter 19G of the FCA's Senior Management Arrangements, Systems and Controls Sourcebook (SYSC), as interpreted in accordance with the FCA's guidance publication entitled "General Guidance on Proportionality", The Remuneration Code (SYSC 19G), MIFIDPRU 8 disclosures and subsequent items of guidance issued by the FCA.

As a simple SNI MIFIDPRU Investment Firm the remuneration policy is prepared taking proportionality into account and the Senior Management of the Firm can confirm that this remuneration policy is a gender-neutral remuneration policy in line with the Equality Act 2010.

The Firm's Remuneration Policy Statement ("RPS") has been carefully considered by Senior Management to ensure that the Firm's remuneration policies and practices are in line with the business strategy, objectives, and long-term interests of the Firm. The Firm's risk appetite, culture and values have been considered as well as avoiding conflicts of interest and promoting responsible business conduct.

As an SNI MIFIDPRU Investment Firm, the Firm is not required to have a remuneration committee. Senior Management oversees the implementation of the Firm's policies and practices established in its RPS.

The Firm's senior management will as standard practice conduct a review of whether the implementation of its remuneration policies and practices comply with the RPS adopted by the Firm.

Senior Management seek to ensure, where possible, that staff engaged in control functions are independent from the business they oversee and have appropriate authority and are remunerated in accordance with the achievement of the objectives linked to their functions, independent of the performance of the business areas they control.

Remuneration as follows was awarded to all staff for the year ended **31st March 2025**

£ 0

Fixed remuneration £ 0

[This is the total of all fixed remuneration paid by the firm for work and services in the performance year in question. Fixed remuneration includes salary payments; regular and non-discretionary pension contributions, for example under the terms of an employee pension scheme; and any other benefits that are not linked to performance criteria].

Variable remuneration £ 0

[This is the total of all variable remuneration awarded by the firm (but not necessarily paid out) in respect of the performance year in question. Amounts reported should include bonus awards (whether in cash, shares or other non-cash instruments), executive reward schemes (e.g. long term incentive schemes), carried interest plans, and discretionary pension benefits.]

Total remuneration £ 0