

ROSSIE HOUSE INVESTMENT MANAGEMENT

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Remuneration Disclosure

Under the current Financial Conduct Authority rules, Rossie House Investment Management (RHIM) qualifies as a MIFIDPRU Small Non-Interconnected (SNI) firm. As such we undertake regular reviews to ensure that we are complying with our capital adequacy requirements. Our accounts disclose the outcomes of these reviews. Rossie House has an established Remuneration Policy, and whilst it does not have, and is not required to have, a Remuneration Committee, it keeps all questions of remuneration under regular review.

RHIM's aim is to create and build long-term relationships with its clients. The firm is structured as a Limited Liability Partnership (LLP) with a share of the profits determining a significant part of remuneration for the executive partners. Profitability is and will be driven by the firm's ability to deliver great service and performance to its clients. This structure helps align the interests of the clients, the executive partners and the other owners of the business.

The remuneration for all employees has a fixed and variable element. The fixed element is made up of basic pay and pension contributions. The executive partners review salaries annually taking into consideration personal performance as well as performance of the firm. The variable element takes the form of an annual discretionary bonus which is also determined by the executive partners and is based on personal performance and the performance of the business.

The executive partners receive a basic amount in drawings each month which is treated as fixed remuneration. Should the firm be profitable in any particular year, and subject to regulatory capital requirements, the executive partners are also entitled to a share of such profits. This is non-discretionary and pre-determined and therefore not viewed as 'remuneration' for the purposes of this disclosure.

For the current year to 31st March 2024, total fixed remuneration amounted to £618,000 and variable remuneration to £48,000.

August 2024