

Meridiam Investment Management Limited MIFIDPRU Disclosures

Regulatory Requirement

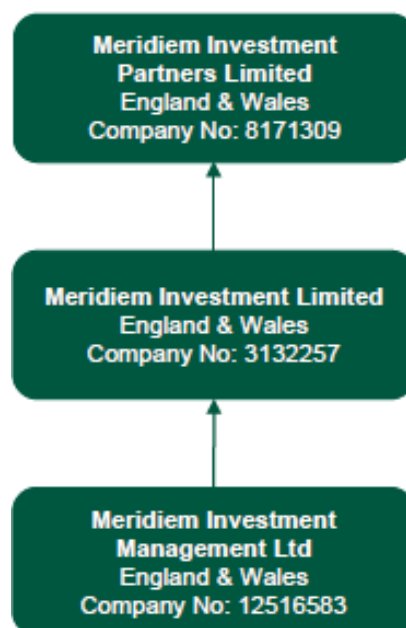
The Investment Firms Prudential Regulations (“IFPR”), implemented in January 2022, requires investment firms to make a public disclosure concerning their adherence to the regulations. This disclosure fulfils Meridiam Investment Management Limited’s (“MIM Ltd”) obligations to disclose to market participants key pieces of information on the firm’s governance, own funds, own funds requirements, remuneration and diversity and inclusion.

Company and MIFIDPRU structure

MIFIDPRU requirements (including the ICARA) have been produced at the Meridiam Investment Partners Limited (“MIPL”) level. MIM Ltd is the FCA regulated entity which is subject to the MIFIDPRU handbook. We have decided to produce MIFIDPRU documentation at the MIPL level for the following reasons:

- We are required to have appropriate capital on a group basis.
- A group level assessment captures the financial position of all companies in the structure.

Group Structure Chart



The Group is categorised as a MIFIDPRU non-SNI firm, and all requirements have been considered in line with the appropriate regulations.

Governance

Each regulated entity is governed by a respective Board. The MIM Ltd Board (the regulated entity, “The Board”) oversees the strategy, operations, compliance, risk management and other key functions. The Board is responsible for ensuring that the regulated activities are carried out in accordance with the relevant legislation, regulation, and industry guidance.

The Board is comprised of the Executive Chair, Chief Executive Officer, Chief Investment Officer, and the Chief Operations & Technology Officer. The Compliance Officer and MLRO is an attendee at the Board. The Board is chaired by the Executive Chair who provides both challenge and support. The Board meets quarterly to formally provide oversight and governance to the firm. Day to day management of the firm has been delegated to the Chief Executive Officer, who is supported by the Board. All Board members and the attendee are active in the day-to-day management of the firm’s activities through the governance framework of committees and working groups as detailed below.

Risk Management

The Board has overall responsibility for risk management, the supporting system of internal controls and for reviewing their effectiveness. We operate an approach of continuous identification and review. This includes monitoring of key risks, identification of emerging risks and consideration of risk mitigations after considering risk appetite and the impact of how those risks may affect the achievement of our business objectives.

As a regulated entity we manage risk in line with FCA regulation, internal risk appetite and investment policies.

The risks and uncertainties that the business face evolve over time. The directors and senior management are accountable for implementing and maintaining prudent and effective controls to ensure that risks are managed appropriately. Our risk management process is designed to identify, evaluate, and mitigate, rather than eliminate, the risk of failure to achieve our business objectives.

The Board table the Risk Framework document as a standing item at every Board meeting. This enables regular and proactive review and ongoing challenge of those risks and our internal control framework. The Risk Framework is considered along with the ICARA on an annual basis.

External Directorships and conflicts of interest

In the table below we list any external directorships held by each of the directors of the MIM Ltd, broken down into executive and non-executive directorships.

No external directorships are held externally by the Board.

Members Name	Number of other directorships held
Mark Rayward	None
Caroline Stokell	None
Archana Mohan	None
Ross Ciesla	None

Diversity and Inclusion

There is an internal company-wide employment policy laid out in our employee handbook. This policy lays out our commitment to equality, fairness, and respect for all our colleagues, and extends to the management body. There are no formal set targets in relation to this policy for the management body because of its current diverse make-up. The company is committed to a diverse approach in the makeup of the management body and the broader organisation.

Remuneration

The Remuneration Committee comprises of The Executive Chair, the Chief Executive Officer, the Chief Investment Officer, and the HR Director. MIM Ltd employees on the committee are experienced investment professionals and shareholders with extensive management experience and are fully engaged in the governance and oversight of the business.

All employees are paid base salaries which are set with reference to industry standards and reviewed by the Remuneration Committee. All employees on a permanent contract are eligible to be considered to receive an annual discretionary bonus designed to provide an appropriate annual reward that reflects the overall performance of the firm and the contribution of the individual in serving our clients.

There is no direct link between individual revenues and discretionary bonuses. The discretionary bonus pool is set according to the firm's annual profitability such that the payment of bonuses would not result in a loss for the firm. The percentage profit paid out to the bonus pool is an agreed percentage range of pre-bonus gross profit. This is varied each year and based on business, capital, and retention requirements. The bonus pool is agreed by the Remuneration Committee and validated by the MIM Ltd Board. Bonuses are not guaranteed but are linked to profitability. Therefore, in the event of poor business performance impacting profitability, variable remuneration would be impacted so claw back arrangements have not been used.

Material Risk Takers are defined as those with a Senior Manager Function (SMF) and any employee who manages client assets. On 30 September 2023 there were 19 Material Risk Takers.

No guaranteed variable remuneration is paid to Material Risk Takers, other than in exceptional circumstances for a new joiner. No deferral payments are made and therefore vesting is not applicable. Neither guaranteed remuneration nor severance payments were awarded to Material Risk Takers during this period.

The data below is for the financial year ending 30 September 2023, to which this disclosure relates.

Total amount of remuneration awarded to staff		
	Material Risk Takers (including senior management)	Other employees
Fixed Income	£3.6m	£3.6m
Variable Income	£8.7m	£2.6m
Total Remuneration	£12.3m	£6.2m

Financial Accounts

Composition of Own Funds		
OF1 Item	Amount (GBP thousands)	Source based on reference numbers/letters of the balance sheet in the audited financial statements
OWN FUNDS	23,277	
TIER 1 CAPITAL	23,277	
COMMON EQUITY TIER 1 CAPITAL	23,277	
Fully paid-up capital instruments	1	Note 16
Share premium	6,392	
Retained earnings	18,028	
Accumulated other comprehensive income	-	
Other reserves	-1,144	
Adjustments to CET1 due to prudential filters	-	
Other funds	-	
(-) TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1	23,277	
CET1: Other capital elements, deductions and adjustments	-	
ADDITIONAL TIER 1 CAPITAL	-	
Fully paid up, directly issued capital instruments	-	
Share premium	-	
(-) TOTAL DEDUCTIONS FROM ADDITIONAL TIER 1	-	

Additional Tier 1: Other capital elements, deductions, and adjustments	-	
TIER 2 CAPITAL	-	
Fully paid up, directly issued capital instruments	-	
Share premium	-	
(-) TOTAL DEDUCTIONS FROM TIER 2	-	
Tier 2: Other capital elements, deductions and adjustments	-	

Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial statements

		Balance sheet as in published/audited financial statements	Under regulatory scope of consolidation	Cross reference to template OF1
Assets - Breakdown by asset classes according to the balance sheet in the audited financial statements				
1	<i>Total Fixed Assets</i>	3,055	3,055	
2	<i>Total Current Assets</i>	36,832	36,832	
xxx	Total Assets	39,887	39,887	

Liabilities - Breakdown by liability classes according to the balance sheet in the audited financial statements

1	Creditors: amounts falling due within one year	16,610	16,610	Note 13
xxx	Total Liabilities	16,610	16,610	
Shareholders' Equity				
1	Share Capital	1	1	Note 16
2	Share Premium	6,392	6,392	
3	Retained Earnings	18,028	18,028	
4	Other Reserves	-1,144	-1,144	
xxx	Total Shareholders' equity	23,277	23,277	

The ICARA

The ICARA considers all relevant risks that could affect capital and liquidity. This is done by:

- Reviewing enterprise risks identified within the Risk Framework. We have considered the financial impact of several scenarios.
- Monitoring, as part of our ICARA and regulatory reporting, concentration risk of where our cash is held and concentration of revenue.
- Conducting two stress tests, where there are severe but plausible scenarios.
- Preparing a reverse stress test and considering the net costs and cashflow of orderly winddown for MIM Ltd and MIPL.

ICARA Summary

The table below shows that the OFAR is substantially covered.

Own Funds Requirement (OFR)	
Permanent Minimum Requirement (PMR)	£75,000
K-Factors (KF)	£2,045,299
K-AUM	£437,046
K-ASA	£1,608,252
Fixed Overhead Requirements (FOR)	£3,565,236
Highest of PMR, KF or FOR	£3,565,236
Additional Own Funds Required (AOFR)	
Enterprise Risks (ER)	£0
Stress Tests (ST)	£0
Net Orderly Wind Down costs (OWD)	£0
If ER, ST or OWD is above OFAR	£0
Capital Conclusion	
Own Funds Threshold Requirement (OFTR) = OFR + AOFR	£3,565,236
Total Available Regulatory Capital	£23,277,173
Basic Liquid Asset Requirement (BLAR)	
33.33% of FOR	£1,188,412
1.6% of the total amount of any guarantees provided to clients	£0
Sum of the above	£1,188,412
Liquidity Self-Assessment (LSA)	

Enterprise Risks (ER)	£0
Liquidity Stress Test (LST)	£0
Net Orderly Wind Down liquidity requirements (OWD)	£0
If ER, LST or OWD is above BLAR	£0
Liquidity Conclusion	
Liquidity Asset Threshold Requirement (LATR) = BLAR + LSA	£1,188,412
(Ringfenced) core liquid assets held	£23,277,173

Overall Financial Adequacy Rule (OFAR)	
(OFTR) Capital requirements met	✓
(LATR) Liquidity requirements met	✓

Concluding Remarks

The ICARA calculation is for the firm's accounting period ending 30 September 2023. The Group is profitable and maintains healthy cash balances with a predominately liquid balance sheet and low fixed cost base relative to revenues.