



STELLAR ASSET MANAGEMENT LIMITED

MIFIDPRU 8 DISCLOSURES

For the year ended 31 December 2024

Introduction

Stellar Asset Management Limited ("Stellar"), is authorised and regulated as a limited license firm by the Financial Conduct Authority ("FCA"). Stellar 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. Stellar does not hold client money.

Scope of Application of the Requirement

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

Remuneration

Stellar 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 Stellar can confirm that this remuneration policy is a gender-neutral remuneration policy in line with the Equality Act 2010.

Stellar's Remuneration Policy Statement ("RPS") has been carefully considered by Senior Management to ensure that the Stellar's remuneration policies and practices are in line with the business strategy, objectives, and long-term interests of Stellar. Stellar'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, Stellar is not required to have a remuneration committee. Senior Management oversees the implementation of Stellar's policies and practices established in its RPS.

Stellar'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 Stellar.



Senior Management seek to ensure 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 31 December 2024:

Fixed remuneration £1,526,523

Variable remuneration £107,046

Total remuneration £1,633,569