

JAIN GLOBAL

JAIN GLOBAL (UK) Partners LLP
(the “Firm”)

MIFIDPRU 8 Public Disclosures

based on figures from the Firm’s audited
accounts for the period ended
31 DECEMBER 2024

1. Introduction

- 1.1 Jain Global UK (Partners) LLP (the “**Firm**”) is authorised and regulated by the Financial Conduct Authority (“**FCA**”) of the United Kingdom and is a “MIFIDPRU investment firm” as defined in the FCA Rules. The Firm is an SNI firm for the relevant period for the purposes of the rules in the Prudential sourcebook for MiFID Investment Firms (“**MIFIDPRU**”).
- 1.2 The Firm’s governing body is its Executive Committee (the “**Management Body**”).
- 1.3 Under the FCA Rules (specifically Chapter 8 of MIFIDPRU), the Firm is required to make specific disclosures relating to its remuneration policy and practices.
- 1.4 The disclosures in this document relate to the Firm’s most recently ended financial year which covered the period from 1 September 2023 to 31 December 2024.
- 1.5 The Firm is part of a consolidation group for prudential regulation purposes. However, in accordance with MIFIDPRU 8.1.7 R, the Firm is providing these disclosures on a solo basis only.

2. Significant changes since last disclosure period

- 2.1 This is the Firm’s first disclosure under MIFIDPRU 8. As such, there have been no significant changes to the information disclosed since the Firm’s last disclosure period.

3. Remuneration policy and practices

Qualitative disclosures

- 3.1 The Firm’s approach to remuneration for staff (including employees and members) can be summarised as follows:
 - **Philosophy:** The Firm’s remuneration policies and practices are driven by its desire to reward its staff fairly and competitively, but at the same time create a culture of principled behaviour and actions (particularly with regards to the areas of risk, compliance, control, conduct and ethics). As such, the Firm’s remuneration policies and practices have been designed so as to contribute to the achievement of the Firm’s objectives, but in a way that does not encourage excessive risk-taking or the violation of applicable laws, guidelines and regulations, and which takes the capital position and economic performance of the Firm over the long term into account.
 - **Linkage between variable remuneration and performance:** The total amount of an individual’s variable remuneration will generally be based on a combination of the assessment of the performance of the individual, the business unit concerned and the overall results of the Firm.
 - **Main performance objectives:** The Firm’s main performance objectives relating to the remuneration of staff include both financial performance objectives (for example, at an individual level, the performance of the investment portfolio they manage or assist in managing) and non-financial performance objectives (for example, at an individual level, their contribution to achieving strategic goals, adherence to the Firm’s risk

management framework, and compliance with applicable rules, policies and procedures).

- **Categories of staff eligible to receive variable remuneration:** All staff are eligible to receive variable remuneration.

3.2 As indicated above, the Firm's objective in using financial incentives for its staff is to contribute to its strategic objectives, but in a sufficiently prudent manner that does not encourage excessive risk-taking or the violation of applicable laws, guidelines, and regulations, and which takes into account the capital position and long term economic performance of the Firm.

3.3 The below is a summary of the decision-making procedures and governance surrounding the Firm's remuneration policies and practices (which the Firm is required to adopt under SYSC 19G (the "**MIFIDPRU Remuneration Code**")):

- The Management Body has adopted remuneration policies and practices in line with the rules and guidance laid down by the FCA and the MIFIDRU Remuneration Code and is responsible for the implementation of such policies and practices.
- The Management Body periodically reviews the Firm's remuneration policies (at least annually) in accordance with the guidance and rules in SYSC 19G.3.
- The Management Body ensures that the Firm, at least annually, conducts a central and independent internal review of whether the implementation of its remuneration policies and practices complies with the remuneration policy and practices adopted by the Management Body.
- Due to the application of MIFIDPRU 7.1.4 R, the Firm is not required, and so has not established, a remuneration committee.
- The Firm engaged with the law firm Simmons & Simmons in the development of its remuneration policies and practices.

Key Characteristics of the Firm's Remuneration Policies and Practices

3.4 The different components of remuneration awarded by the Firm include:

- **fixed:** base salary (for employees) and advance monthly drawings (for members), Firm funded pension contributions and benefits for employees and members – e.g. private medical and dental insurance cover); and
- **variable:** annual discretionary bonus (for employees) and discretionary profit allocations (for members), and guaranteed variable remuneration, retention awards, severance pay and buy-outs (including deferred compensation make-whole bonus).

3.5 As mentioned above, the performance criteria used across the Firm which impact variable remuneration awarded to staff include both financial performance criteria (for example, at an individual level, the performance of the investment portfolio they manage or assist in managing) and non-financial performance criteria (for example, at an individual level, their contribution to achieving strategic goals, adherence to the

Firm's risk management framework, and compliance with applicable rules, policies and procedures).

Quantitative disclosures

The table below sets out the split between fixed and variable remuneration for the period from 1 September 2023 to 31 December 2024.

Disclosures required under MIFIDPRU 8.6.8R (4)	
Remuneration awarded to all staff	
Total amount of remuneration awarded to all staff (" Total Rem "):	£32,753,996
Amount of Total Rem awarded as fixed remuneration:	£6,295,381
Amount of Total Rem awarded as variable remuneration:	£26,458,615