

TEJARA CAPITAL LIMITED

MIFIDPRU 8 DISCLOSURE

The following disclosure is made by Tejara Capital pursuant to the FCA's Prudential Sourcebook for MiFID Investment Firms ("MIFIDPRU") in respect of the financial year ended 31st December 2023.

Tejara Capital Limited is authorised and regulated by the FCA in the UK as a Collective Portfolio Management Investment ("CPMI") firm, and is therefore subject to the FCA's Prudential Sourcebook for MiFID Investment Firms ("MIFIDPRU"). Tejara Capital is classified as a small and non-interconnected investment firms ("SNI").

In accordance with MIFIDPRU 8.1, as an SNI investment firm the information which Tejara Capital is required to publish is limited to information relating to its remuneration policies and practices. The Firm has not issued additional tier 1 instruments and, as such, it is not required to disclose any information in relation to risk management objectives and policies, Own funds and Own funds requirements.

This disclosure has been prepared by Tejara Capital in accordance with the requirements of MIFIDPRU 8 and has been approved by the directors of Tejara Capital. Unless otherwise stated, all disclosures pertain to the financial year ended 31st December 2023 and are seen as complimentary to Tejara Capital's financial statements for that period, its implementation of other MIFIDPRU rules, and its internal capital adequacy and risk assessment ("ICARA") process.

Remuneration Policy And Practices

As an SNI investment firm, Tejara Capital is subject to the basic requirements of the MIFIDPRU Remuneration Code set out in SYSC 19.G of the FCA's Handbook. MIFIDPRU 8.6 of the FCA's Handbook requires Tejara Capital to disclose certain information on at least an annual basis regarding its Remuneration Policy and related practices for all staff.

Tejara Capital's approach to remuneration

The Company's Remuneration Policy is set by the Board of Directors as the size of the Company and number of staff employed does not warrant a separate remuneration committee. The Board of Directors ensures that each staff is remunerated appropriately and adequately for their contribution to the Company's success whilst giving due considerations to equality, risk management and conflict of interest and ensuring that the firm maintains a strong capital base. In particular, the Remuneration Policy is designed to ensure that its compensation arrangements:

- are consistent with and promote sound and effective risk management;

- does not encourage risk-taking which is inconsistent with the risk profiles of the business it undertakes;
- seek to avoid creating conflicts of interest; and
- are in line with its business strategy, objectives, values and long-term interests.

Compensation is based upon consideration of qualitative and quantitative factors taking into account competitive market-based wages that fairly compensate employees in view of skills provided, work performed and responsibility undertaken.

Remuneration is comprised of fixed and variable elements.

Fixed remuneration refers to the employee's base salary, medical and pension contributions. Base salary forms the core element of remuneration and reflects the individual's position within the company, and the market rate for that role.

Variable remuneration refers to bonus schemes which are either discretionary or linked to revenue generated by the company with a minimum performance payment that may be approved by the Board of Directors. Discretionary bonus awards take into account the financial performance of the company as well as a qualitative assessment of individual performance, including adherence to applicable risk and control frameworks where relevant.

Quantitative disclosure

Remuneration for the year ended 31 December 2023 is as follows:

	£
Fixed Remuneration	489,195
Variable Remuneration	<u>168,208</u>
Total Remuneration	<u>657,403</u>