

Remuneration Code Disclosure

The firm is subject to the Remuneration Code and is categorised as a Level 3 firm. This section provides further information on our remuneration policy along with relevant quantitative data.

Decision Making/Remuneration Committee

MM Wealth is small in terms of size, internal organisation and nature, scope and complexity of its activities and thus has not established a separate remuneration committee. The governing body (the Board) is responsible for the overall direction and control of the business which will include oversight of remuneration arrangements and that decisions taken in that regard will be consistent with the firm's financial condition and future revenues.

The principle terms of reference for the Board in relation to remuneration include:

- Determining the framework and policy for remuneration and ensuring it does not encourage undue risk taking.
- Considering and advising on any major changes in remuneration structures.
- Reviewing the terms and conditions of any new incentive schemes and in particular, considering the appropriate targets for any performance related remuneration schemes.
- Considering and recommending the remuneration policy for the senior employees. In doing so the Board will consider the appropriate mix of salary, discretionary bonus and share based remuneration.
- In determining remuneration arrangements, the Board will give due regard to best practice and any relevant legal or regulatory requirements including the FCA Remuneration Code.

Link Between Pay & Performance

Competitive salaries form the basis of our firm's remuneration package. In addition, there is an element of variable pay for all staff (excluding directors) which is based on firm wide and individual performance. Whilst most of the variable reward components are awarded to employees across the firm, the structure, balance and amounts may differ. Variable remuneration is considerably reduced where subdued or negative financial performance of the firm occurs.

Aggregate Quantitative Information on Remuneration

We are subject to data protection legislation when disclosing remuneration information. The Data Protection Act prohibits disclosing information that will result in individual information being easily identifiable. Remuneration disclosures will therefore be made on a limited basis in terms of any public or companywide circulation. However, all necessary information will be made available to the FCA on request.