

# **WealthKernel**

## **Remuneration Policy**

### **Overview and regulatory framework**

WealthKernel Limited (“WK”) is authorised and regulated by the Financial Conduct Authority (‘FCA’).

In accordance with the FCA’s MiFIDPRU Remuneration Code, WK has established and maintains a remuneration policy that is consistent with, and promotes, sound and effective risk management and does not encourage risk-taking that exceeds agreed risk tolerances.

WK is categorised as a non-SNI investment firm for the purposes of MiFIDPRU.

### **Objectives and remuneration policy**

WK’s remuneration framework is designed to:

- support the business strategy, values and long-term objectives; align remuneration with sustainable performance, prudent risk-taking and the interests of clients;
- ensure compliance with applicable regulatory obligations; and
- avoid conflicts of interest and incentives that could lead to misconduct or client detriment.

### **Governance and oversight**

Responsibility for the remuneration policy rests with the Governing Body, which:

- approves and reviews the remuneration policy at least annually;
- ensures that remuneration outcomes are consistent with the risk appetite and capital position; and
- exercises independent judgement in determining remuneration outcomes.

## **Scope of the policy and identified staff**

The remuneration policy applies to all employees of WK and places particular focus on Material Risk Takers (MRTs), being staff whose professional activities have a material impact on the risk profile.

## **Structure of remuneration**

### **Fixed remuneration**

Fixed remuneration:

- reflects professional experience, role, responsibilities and skills;
- is sufficient to allow WK to operate a fully flexible variable remuneration policy, including the possibility of paying no variable remuneration.

### **Variable remuneration**

Where awarded, variable remuneration:

- is based on a combination of individual performance, business unit performance and the overall performance of WK;
- takes into account both financial and non-financial criteria, including compliance with regulatory requirements, conduct standards and risk management expectations;
- is subject to appropriate ex-ante and ex-post risk adjustment, including malus and clawback arrangements where applicable.

WK ensures that variable remuneration does not compromise its ability to maintain a sound capital base.

## **Risk alignment and conduct**

Remuneration arrangements are structured to:

- discourage excessive risk-taking;
- promote responsible business conduct and adherence to regulatory standards;
- ensure that performance measurement does not incentivise behaviour that could harm clients or market integrity.

Non-financial performance metrics, including compliance, conduct and risk management, are incorporated in remuneration decisions.

## **Proportionality**

In applying the MiFIDPRU Remuneration Code, WK applies the principle of proportionality, taking into account company size, internal organisation and the nature, scope and complexity of activities.

## **Transparency**

This disclosure is made in accordance with MiFIDPRU 8 (Public Disclosure) requirements and is reviewed regularly to ensure it remains accurate and up to date.