

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.