

**Outset Global LLP**

Annual Disclosures – Year ending 31<sup>st</sup> March 2024

**Remuneration**

Outset Global LLP ('OG') is a MIFID investment firm, authorised and regulated by the Financial Conduct Authority ('FCA') to carry on the regulated activities of dealing in investments as agent, arranging deals in investments and making arrangements with a view to transactions in investments. A consequence of its regulatory status is that the Firm must comply with the relevant provisions of the MIFIDPRU Remuneration Code set out in SYSC 19g of the FCA Handbook, a key element of which is that its remuneration practices are consistent with responsible risk management.

**OG's Approach to Remuneration**

OG remunerates its employees through payment of fixed and variable remuneration. The levels of fixed remuneration are determined by the Board and relate to basic wages and salaries plus proportionate pension contributions. In setting levels of fixed remuneration for particular categories of employee, it is the partners' intention that the amounts paid should properly reflect the complexity and responsibility of the roles performed and be consistent with the rates of pay for similar positions in peer group competitor firms.

OG operates a variable remuneration scheme in the form of a staff bonus pool that is intended to incentivise superior performance across the business without creating a conflicting motivation for reckless or inappropriate behaviour.

OG defines 'variable remuneration' as non-contractual payments or provision of benefits made directly to OG employees. All employees, irrespective of gender, are eligible to receive variable remuneration, subject to acceptable performance. The levels of variable remuneration paid are determined by the Board. Payment of variable remuneration is made in cash and is discretionary for all employees. OG does not guarantee payment of variable remuneration and it is OG's policy that no variable remuneration is paid if it would inappropriately dilute the Firm's liquid or capital resources.

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## Partners

Partners receive an annual draw from the Partnership as their fixed remuneration and a discretionary bonus as their variable remuneration. The levels of variable remuneration paid are determined by the Board. OG does not guarantee payment of variable remuneration and it is OG's policy that no variable remuneration is paid if it would inappropriately dilute the Firm's liquid or capital resources.

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