



ExodusPoint Capital Management UK, LLP

MIFIDPRU 8 DISCLOSURE

Risk Management Objectives & Policies

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Remuneration Policy and Practices

As of 31/12/2022

1. Overview and Summary

ExodusPoint Capital Management UK, LLP (the “**Firm**”) is authorised and regulated by the Financial Conduct Authority (“**FCA**”) and is within the scope of the UK Markets in Financial Instruments Directive. The Firm has produced this disclosure document in compliance with the prudential requirements of the Investment Firms Prudential Regime contained in the MIFIDPRU Prudential sourcebook (“**MIFIDPRU**”) hereafter (the “**MIFIDPRU Disclosure**”).

For the purposes of MIFIDPRU, the Firm has been classified as a non-small non-interconnected (“**non-SNI**”) firm as at 31st December 2022. This MIFIDPRU Disclosure has been prepared based on audited financials covering the period 1st January 2022 to 31st December 2022.

The Firm’s primary activity is to provide delegated investment management to ExodusPoint Capital Management, LP (the “**US Investment Manager**”) which manages the assets of the ExodusPoint Partners Master Fund, LP a Cayman Islands-based master fund (together with its subsidiary trading vehicles and feeder funds, the “**Fund**”). The provision of these services is documented in a sub-advisory agreement.

ExodusPoint Services UK, Ltd is a member of the Firm and, together with the Firm forms an investment firm group. The Firm made an application to the FCA to apply the group capital test, removing the requirement for prudential consolidation.

The Firm is a member of the wider international ExodusPoint group (the “**Group**”). The Firm does not provide services to retail clients, does not have trading book exposure and does not have regulatory permission to hold client money or assets.

2. Significant Changes since the last disclosure period

This is the Firm’s first MIFIDPRU Disclosure.

3. Governance Arrangements

The Firm, as a MIFIDPRU Investment Firm, is subject to the organisational requirements in 4.3A.1R of the Senior Management Arrangements, Systems and Controls Sourcebook of the FCA Handbook. The Firm’s oversight and governing body is the Executive Committee. The current members of the Executive Committee are all the current members of the LLP.

The Executive Committee meets at least quarterly, and is responsible for ensuring effective and prudent implementation and management of the business, including compliance culture, strategy and policy setting, risk strategy, conflicts of interest management. Although the Executive Committee has overall responsibility for strategic management and control of the activities of the Firm, it delegates day-to-day responsibility to its Senior Management Team (defined below) and various business sub-committees.

Certain individuals with the Firm are also approved as Senior Managers by the FCA, under the Senior Managers and Certification Regime (“**SMCR**”). These individuals perform key roles with the governance framework, including for examples, the Chief Executive (SMF1) and Compliance Oversight (SMF16).

The following make up the Firm’s senior management team (together the “**Senior Management Team**”):

Name	Status	Role
James Lindo Iorio	Approved by the FCA	SMF1 Chief Executive; SMF27 Partner
Simon Geoffrey Dannatt	Approved by the FCA	SMF27 Partner
Pierre-Antoine Jean Julien Fourny*	Certified by the Firm	Significant Management Function
Phillippa Helen Leslie Thorne	Approved by the FCA	SMF16 Compliance Oversight; SMF17 Money Laundering Reporting Officer (MLRO)
ExodusPoint Services UK, Ltd	Approved by the FCA	SMF27 Partner

*joined the Firm in July 2023. As at 31 December 2022, Mia Harding was a member of the Senior Management Team and was certified by the Firm to perform a Significant Management Function.

The Senior Management Team is supported by various local sub-committees which feed into the governance process as appropriate. The Group has also formed a number of global committees to provide robust controls over the risk management of the business, with local representation by the Firm’s senior management (where relevant) to ensure appropriate governance. The Firm is well placed to receive regular reporting and management information on its operations, specifically reporting and escalation of any compliance, financial, legal and risk matters through its local governance arrangements and representation on global committees.

The Firm has formed the following local committees which are responsible for specific aspects of the organisation:

- **UK Executive Committee:** the governing body of the Firm, responsible for the overall governance, business and management of the Firm.
- **UK Operating Committee:** responsible for overseeing the day-to-day operations of the Firm.
- **UK Remuneration Committee¹:** responsible for ensuring the remuneration policies and practices of the Firm comply with the regulatory rules.
- **UK Nominations Committee¹:** responsible for reviewing and approving potential partners of the Firm.
- **UK Conduct Committee:** responsible for ensuring that all current or prospective employees remain fit and proper to perform their role at the Firm and throughout their employment.
- **UK Best Execution Committee:** assist with the ongoing monitoring of the Firm’s obligation to achieve best execution.

It is noted that the Firm currently qualifies for an exclusion under MIFIDPRU 7.1.3R and 7.1.4R to establish an individual risk committee.

The Senior Management Team reports at least quarterly (and more frequently if necessary) to the Executive Committee on all matters for which the Executive Committee remains responsible in its oversight and escalation capacity.

a. External Directorships

¹ Whilst the Firm is not required to establish a Remuneration Committee or a Nomination Committee pursuant to MIFIDPRU 7.1.3R and 7.1.4R, the Firm has chosen to do this on a voluntary basis.

In accordance with MIFIDPRU 8.3.1(2), the Firm can confirm that none of the members of the Executive Committee holds any external directorship appointment across both executive and non-executive roles.

The assessment excludes, in respect of each member of the Executive Committee:

- directorships in an organisation which do not pursue predominantly a commercial objective (e.g. charities, management of a building freehold);
- directorships held across Group entities;
- directorships in undertakings in which the Firm holds a qualifying holding.

b. Promoting Diversity and Inclusion

The Firm's commitment to promoting a diverse and inclusive culture is set out in a Group Diversity and Inclusion Policy ("**D&I Policy**"). The D&I Policy is supported at the highest levels within the Firm and Group and informed by a goal to attract and retain the best and brightest talent while creating a sense of belonging and inclusion across all employees. The appointments on the Executive Committee are made on the basis of merit and responsibilities within the Firm taking into account the benefits of representation across a broad range of views, experience, skills and backgrounds and values.

4. Risk Management Objectives and Policies

Responsibility for the Firm's overall risk framework sits with the Executive Committee, and is overseen on a day-to-day basis by its Senior Management Team. The risk management process relates to the risks posed to the Firm and is distinct from market risk which refers to the potential for asset pricing uncertainty and Fund losses due to fluctuations in market-driven factors which is overseen by the Group's risk team.

The Firm manages its business in a risk averse manner reflecting its low risk appetite. The Firm has clear documented policies and procedures, which are designed to minimise risks to the Firm, its clients and the wider market. All staff are required to confirm that they have read and understood the Firm's policies and procedures.

The Firm undertakes an internal capital and risk assessment ("**ICARA**") process at least annually or when the business strategy or risks materially change. This process seeks to identify and manage the Firm's key risks on an ongoing basis. The ICARA includes an assessment of potential harms which considers the following:

- potential risks which could affect the Firm (including business, reputational, cyber security, financial crime, legal and regulatory risks);
- assessment of the likelihood of occurrence and the extent of damage if each risk were to occur;
- existing systems and controls to prevent or mitigate these risks; and
- residual risk remaining and additional resources (e.g. capital or liquid assets) required to be set aside to cover these risks.

The robust internal controls are designed to protect the Firm against potential harms and to alert and notify the Senior Management Team of any emergent risks or incidents.

The Executive Committee receives regular updates regarding risk and the Firm's capital adequacy and liquid asset requirements.

a. Own Funds Requirements – MIFIDPRU 4

The Firm is required to hold a level of own funds that reflects its operating costs, operational risks and potential harms that might be incurred. The own funds requirement under MIFIDPRU 4 considers the fixed overheads requirement (“**FOR**”) as set out in MIFIDPRU 4.5, the applicable K-factor requirements as set out in MIFIDPRU 4.7, any additional own funds requirements and the Firm's minimum permanent capital requirement as set out in MIFIDPRU 4.4.

The Firm has assessed operational risk and potential harms through its ICARA process. This includes an assessment of potential harms that could impact the business and an analysis of potential damage, mitigation and residual risk, as well as considering the own funds required to wind down the Firm's business. The ICARA process quantifies any additional own funds that the Firm is required to hold.

The Firm's own fund requirement is, for the period under review, driven by its FOR as set out in section 6 below. The Senior Management Team and the Executive Committee receive regular updates from the Firm's finance team regarding the Firm's FOR.

b. Concentration Risk – MIFIDPRU 5

The Firm does not conduct any trading on its own account, nor does it operate a trading book. It therefore does not have any trading counterparty concentration risk.

The Firm receives all of its revenue from Group companies, and therefore whilst it has a concentration risk in its source of earnings, this risk has been assessed as immaterial given the intra-group nature of the business relationships.

The Firm also considers concentration risk in relation to its holdings of cash and cash equivalents. Whilst these are held with a limited number of institutions, the Group has strong and well established relationships with such institutions. Further, the Firm and the Group as a whole consider the financial standing of these institutions (including their credit ratings) and believe this reduces the concentration risk on cash and cash equivalent holdings to an acceptable level.

c. Liquidity – MIFIDPRU 6

The Firm is required to maintain a minimum level of liquidity at all times to comply with the liquid asset threshold requirement under MIFIDPRU 7. This takes into account the basic liquid assets requirement (based on 1/3 FOR for the Firm) under MIFIDPRU 6.2.1R and any additional liquid asset requirements as identified through the ICARA process.

The Firm receives regular funding from the Group for operating expenses.

The Senior Management Team and the Executive Committee receive regular updates from the Firm's finance team on the Firm's liquid asset requirements, and ensure that there is always a sufficient liquidity buffer in excess of the required level.

5. Own Funds

Below is a reconciliation of the Firm's own funds in line with the MIFIDPRU 8 Annex 1 template. Figures are provided as at 31st December 2022.

Composition of regulatory own funds			
	Item	Amount (GBP thousands)	Source based on reference numbers/letters of the balance sheet in the audited financial statements
1	OWN FUNDS	6,334	
2	TIER 1 CAPITAL	6,334	
3	COMMON EQUITY TIER 1 CAPITAL	6,334	
4	Fully paid up capital instruments	6,334	Members' Other Interests ²
5	Share premium		
6	Retained earnings		
7	Accumulated other comprehensive income		
8	Other reserves		
9	Adjustments to CET1 due to prudential filters		
10	Other funds		
11	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1		
19	CET1: Other capital elements, deductions and adjustments		
20	ADDITIONAL TIER 1 CAPITAL	0	
21	Fully paid up, directly issued capital instruments		
22	Share premium		
23	(-) TOTAL DEDUCTIONS FROM ADDITIONAL TIER 1		
24	Additional Tier 1: Other capital elements, deductions and adjustments		
25	TIER 2 CAPITAL	0	
26	Fully paid up, directly issued capital instruments		
27	Share premium		
28	(-) TOTAL DEDUCTIONS FROM TIER 2		
29	Tier 2: Other capital elements, deductions and adjustments		

² CET1 capital excludes non-controlling interest which do not form part of 'own funds' for regulatory capital purposes.

Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial statements				
		a	b	c
		Balance sheet as in published/audited financial statements	Under regulatory scope of consolidation	Cross-reference to table above
		As at period end	As at period end	
Assets - Breakdown by asset classes according to the balance sheet in the audited financial statements				
1	Fixed Assets	4,688		
2	Debtors	104,853		
3	Cash at bank and in hand	104,697		
	Total Assets	214,238		
Liabilities - Breakdown by liability classes according to the balance sheet in the audited financial statements				
1	Creditors	143,845		
	Total Liabilities	143,845		
Net Assets Attributable to Members				
1	Members' Capital classified as Equity	6,404		4 – Fully paid up capital instruments ³
2	Other reserves classified as Equity	63,989		N/A
	Total Net Assets Attributable to Members	70,393		

The Firm's own funds are predominantly made up of limited liability partnership capital, in accordance with the requirements of MIFIDPRU 3.3.17R, which is classified in the own funds resources table as fully paid up capital instruments.

The Firm has the same accounting and regulatory scope of consolidation so makes no distinction between column (a) and (b).

6. Own Fund Requirements

The Firm calculates its own funds requirements as a non-SNI firm in compliance with the rules and requirements set out in MIFIDPRU 4.3.

The Firm has completed its ICARA and analysis to determine its net wind-down requirements and any additional own fund requirements to fund its ongoing operations.

³ when calculating the Members' Capital classified as Equity, we have excluded contributions made by members with non-controlling interest as such contributions do not form part of the Firm's 'own funds' for regulatory capital purposes.

No.	Item	Amount (GBP Thousands)
(1)	Permanent minimum capital requirement (MiFIDPRU 4.4)	75
(2)	Fixed overhead requirement (MIFIDPRU 4.5)	5,056
(3)	K-AUM (MIFIDPRU 4.7)	516
(7)	Additional own funds requirement to address risks of harm on a going concern basis	875
(8)	Level of own additional own funds required to achieve an orderly wind down	0
	Own Funds Threshold Requirement (highest of items (1), (2), (3) plus (7) or (8))	5,056

7. Remuneration Policy and Practices

a. Approach to remuneration and governance

The Firm is subject to the “basic” MIFIDPRU requirements in respect of all MIFIDPRU staff and the “standard”, but not the “extended” requirements in respect of its MIFIDPRU material-risk takers (“MRTs”).

The Firm’s remuneration policy and practices (together “**Remuneration Practices**”) have been developed to ensure they are appropriate to the nature, scale and complexity of the risks inherent in the business model and activities of the Firm. The policy applies to all staff on a firm-wide basis; with certain elements applying exclusively to the Firm’s MRTs. The Firm’s compensation period runs to a calendar year and as such for 2022 runs from 1st January 2022 – 31st December 2022.

The policy has been adopted by the Firm and the Executive Committee has overall responsibility for overseeing its implementation. The Executive Committee has delegated authority to the Remuneration Committee² to manage and oversee certain aspects of the Firm’s Remuneration Practices.

The Firm’s core principles guiding the Firm’s Remuneration Practices are to ensure that such Remuneration Practices:

- promote sound and effective risk management;
- are aligned with the business strategy objectives and long-term interests of the Firm; and
- do not affect the Firm’s ability to ensure a sound capital base.

The main objectives of the Remuneration Practices are to attract and retain talent, reward individual and corporate performance and ensure alignment with appropriate risk and compliance standards.

² Whilst the Firm is not required to establish a Remuneration Committee pursuant to MIFIDPRU 7.1.3R and 7.1.4R, the Firm has chosen to do so on a voluntary basis. The Remuneration Committee comprises of certain members of the Executive Committee.

b. Material Risk Takers identification

For the purposes of the MIFIDPRU Remuneration Code, the Firm's MRTs include the members of its Executive Committee, the members of the Senior Management Team, and the individuals meeting the criteria listed in SYSC 19G.5.3R.

The Firm assesses on a regular basis which of its staff are MRTs. Over the course of the performance year 2022, fifteen (15) individuals were identified as MRTs in accordance with the MIFIDPRU Remuneration Code.

c. Components of Remuneration

Components

The Firm's total compensation approach comprises fixed and variable remuneration which includes:

Fixed Remuneration	Variable Remuneration
Salary	Performance-based bonus
Benefits including pension contributions and private medical cover	Guaranteed variable remuneration, retention awards, buy-out awards and severance pay

All staff are eligible to receive variable remuneration. Variable remuneration is awarded on a discretionary basis for the majority of staff members and, in the case of some members of the investment team, based on a pre-agreed formula linked predominantly to the performance of such individual's portfolio. In determining an individual's total compensation (fixed and variable), the Firm pays due regard to setting an appropriate balance between both components, including the possibility of paying zero variable compensation in certain circumstances and takes into account the ratio set by the Firm between the variable component and the fixed component of the total remuneration in accordance with SYSC 19G.4.5R.

Financial and non-financial performance criteria

The determination of an award of variable compensation is based on financial criteria as well as non-financial criteria. In general terms, this includes, amongst other things, an assessment of the Group's overall performance, the Firm's contribution to the Group's performance and the individual's performance both in terms of their business unit, and the overall contribution to these key measures. Non-financial performance criteria include the individual's compliance with the Firm's policies and procedures.

Risk adjustment

The Firm ensures that the allocation of variable remuneration to all staff consider current and future risks. Additionally, awards of variable remuneration to MRTs consider performance on a longer-term basis; taking into account the business cycle of the Firm and its business risks. The Firm applies a three-year clawback period from the payment of MRT variable remuneration in accordance with the MIFIDPRU requirements.

Guaranteed variable remuneration, retention awards, severance pay and buy-outs are generally subject to clawbacks. The Firm does not operate a deferred remuneration plan as it is not subject to the "extended" remuneration requirements.

Guaranteed variable remuneration

The Firm may from time to time award guaranteed variable remuneration to compensate new staff members where they have lost the opportunity to receive variable remuneration by leaving their previous employer or to further incentivise an individual to join the Firm (e.g; golden handshake or sign-on bonuses).

If a new employee or member joins the Firm as a MRT, the Firm will always comply with the requirements set forth in SYSC 19G.6.8R in relation to any award of guaranteed variable remuneration to such new MRT.

Severance pay

Severance pay will generally only be made at the Firm's absolute discretion and will be designed in a way which does not reward failure or misconduct. In determining the amount of any severance payment, the Firm will have regard to the individual facts and circumstances (e.g.; length of service, reasons for the termination of employment etc) whilst complying with any contractual terms and seeking to minimize costs. Severance payments to MRTs are made on the same terms as other payment of variable remuneration, including the potential for clawback.

d. Quantitative Disclosure

The tables below provide an overview of the following:

- aggregate total remuneration paid by the Firm to staff identified MRTs; and
- aggregate total remuneration paid by the Firm to its entire staff.

	Senior Management (£)	Other MRTs (£)	Other staff (£)	Total – all staff (£)
Fixed remuneration	805,211	1,701,240	10,046,469	12,552,921
Variable remuneration	2,991,847	57,629,256	77,889,151	138,510,254
Total remuneration	3,797,059	59,330,496	87,935,620	151,063,175

No severance payments, or any guarantees of variable remuneration were made to any MRT during the relevant financial period.

Disclaimer: This disclosure document has been prepared solely for the purpose of fulfilling the Firm's regulatory requirements. Effort is made to ensure the accuracy of any information provided but no assurances or warranties are given as to its accuracy or completeness. The Firm does not accept any responsibility for errors of fact or opinion. The Firm has expressed its own views in these disclosures and they may change.