

## MIFIDPRU 8 Disclosures

31 March 2025

### I. Purpose and Background

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Lansdowne Partners (UK) LLP ('Lansdowne' or 'the Firm') is regulated by the Financial Conduct Authority ('FCA') as an FCA investment firm and is subject to the financial resource adequacy requirements set by the FCA Prudential Sourcebook for MiFID Investment Firms ('MIFIDPRU') for a MIFIDPRU Non-Small & Interconnected ('Non-SNI') Firm. MIFIDPRU provides the framework for regulatory financial resource management and includes components that require FCA investment firms, including Lansdowne, to assess the adequacy of their financial resources.

Under the FCA's IFPR rules, Lansdowne is required to make disclosures regarding:

- Governance arrangements
- Own funds
- Own funds requirements
- Risk management objectives and policies,
- Remuneration (as required under MIFIDPRU and SYSC19G), and if relevant
- Investment policy as per MIFIDPRU 8.7

The Firm is a member of a UK consolidation group which also includes its First Corporate Member, Lansdowne Partners Limited and, as of August 2023, following an acquisition, CRUX Asset Management Limited ("CRUX")(together "the Group").

These disclosures have been prepared on a consolidated basis for the Group in accordance with the requirements set out in the FCA's MIFIDPRU 8 disclosure rules.

The Firm completed its internal capital and risk assessment process ("ICARA") based on data as at 31 March 2025. This disclosure was approved by the Firm's Management Committee on 9 December 2025. The audited annual accounts and financial statements were also approved on 21 July 2025.

These disclosures have not been audited by the Firm's external auditors except where the information is equivalent to that included in the 2025 audited annual accounts and financial statements. These disclosures have been reviewed by the relevant areas of the Firm.

The disclosures in this document are required to be published annually and if appropriate, more frequently. This document shall be made available to view at [www.lansdownepartners.com](http://www.lansdownepartners.com).

### II. Overview of Lansdowne Partners (UK) LLP

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Founded in 1998, Lansdowne Partners is a global investment management boutique focused on delivering superior long-term performance and exceptional client service. The Firm became authorised by the FCA in July 2014 and in the same year registered as an investment adviser in the United States with the Securities and Exchange Commission ("SEC").

The investment teams manage a broad range of equity strategies, with \$7.8bn assets under management as at 31 March 2025, across a variety of geographic markets applying an investment approach predicated on rigorous fundamental research and deep engagement with investee companies inclusive of liaising with company management or research providers on strategy, performance, governance and risk management.

Each strategy has its own dedicated team of portfolio managers and analysts, supported by a central investment risk team. A senior management team is responsible for the day-to-day running of the business, allowing the investment teams to focus purely on delivering investment returns.

Lansdowne is authorised by the FCA under Part 4A of the Financial Services and Markets Act 2000 ('FSMA') as an investment firm with the FCA firm reference number 613543.

### III. Risk Management and Objectives

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The Firm maintains a clear delineation between Investment Management teams and the Business Management teams. The members of the Firm's Management Committee determine and outline the Firm's business strategy. As part of this process, they consider the Firm's risk appetite to ensure that the Firm's risk management framework is appropriately designed and implemented. The Firm's Risk and Audit Committee (including the Chief Risk Officer (CRO), CEO, COO the Chief Compliance Officer and Head of Trading) is responsible for overseeing and supervising the risk management function.

The Firm's Management Committee has adopted a conservative risk appetite to maintain a strong capital position. Risks are assessed by a risk map where risks are scored against an identified risk threshold. Where it is not possible to mitigate a risk to the extent required, additional capital will be allocated as appropriate.

The Firm has identified the following material risks:

#### Liquidity Risk

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The Firm keeps the majority of its capital in readily available cash and is in a position to cover recurring expenditure for a number of months. Cash balances are held at banks with high credit ratings which are continuously monitored by the Firm's Financial Director.

#### Market and Credit Risks

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The Firm has exposure to both market and credit risks. The Firm receives management and performance fees and holds foreign currencies. Presently, all foreign currencies received are converted to GBP on receipt thereby mitigating the risk of foreign exchange fluctuations. The Firm holds all cash with banks assigned a high credit rating.

#### Operational Risks

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The Firm has quantified its material operational risks, representing the risk of loss resulting from inadequate or failed internal processes, people and systems or from external events, including legal risk.

### IV. Governance Arrangements

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#### Governance Overview

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The Firm's Management Committee has ultimate responsibility for the management of the Firm, determining the Firm's strategy and risk appetite and is responsible for establishing and monitoring the effectiveness of the Firm's corporate governance framework.

The Management Committee meets its responsibilities by delegating the day-to-day running of the Firm to senior management within the organisation.

Lansdowne develops and solidifies its governance approach with clearly defined roles. Lansdowne is a small firm, and the structure of its risk governance reflects this. Matters related to risk governance structures are regularly discussed between the relevant senior managers, and any issues which require escalation are brought to the Management Committee for discussion.

### Lansdowne Management Committee Overview

A list of Management Committee members, their internal Lansdowne position and the current number of external directorships held by each member is summarised in the table below.

*Table 1 – Summary of external directorships held by each member of Lansdowne Management Committee*

Name	Position	Directorships/ Trusteeships Held
Brian Heyworth	Chief Executive Officer and Managing Partner	1
Andy Simpkin	Head of Business Development and Investor Relations	-
Dan Jordan	Chief Compliance Officer and General Counsel	-
Andrew Ryder	Chief Risk Officer	-
Daniel Avigad	Portfolio Manager and Head of European Long Only Strategy	-
Karen Zachary	Chief Operating Officer	5
Paul Dewinter	Head of Trading	3

In accordance with MIFIDPRU 8.3.2, directorships held in organisations which:

- a) do not pursue predominantly commercial objectives; and/or
- b) are within the same group or within an undertaking in which the Firm holds a qualifying holding,

Have not been included in this disclosure.

### Diversity Policy for the Management Committee

Lansdowne recognises the benefits of a diverse workforce and management team in terms of innovation, creativity and decision making. Diversity is promoted through a range of firm-wide activities, including hiring practices, senior management objectives, training and awareness sessions and Management Committee level oversight. Lansdowne recognises this as an area of ongoing development for the Firm and financial services industry generally and will report annually on progress.

### Risk Committee

Lansdowne has a risk and audit committee that meets quarterly or on a more regular basis, as required. The committee's purpose includes assisting the Management Committee with the setting of the risk appetite for

the Firm and its associated risk management framework, taking into account regulatory requirements and expectations and good industry practice, focussing on both current and forward-looking aspects of risk exposure ensuring that the Firm’s strategy is aligned with its determined risk appetite.

## V. Own Funds

Table 2 – Own Funds as of 31 March 2025.

Summary of Own Funds	
Item	Amount (GBP 000's)
Fully Paid-up capital instruments	7,333
Share Premium	1,183
Profit and Loss Account	3,306
<b>Own funds</b>	<b>11,822</b>

## VI. Own Funds Requirement

### Own Funds Requirement

Lansdowne is subject to the following K-Factor categories: K-AUM, K-CMH and K-ASA and K-DTF and K-COH.

Table 3 - Breakdown of own funds requirement as of 31 March 2025

Breakdown of Own Funds Requirement	
	Amount (GBP 000's)
<b>Fixed Overheads Requirement (a)</b>	5,132
<b>K-Factor Requirements (b)</b>	632
• K-AUM, K-CMH and K-ASA	593
• K-DTF and K-COH	39
• K-NPR, K-CMG, K-TCD and K-CON	0
<b>Own Funds Requirement [Max a or b]</b>	<b>5,132</b>

### Overall Financial Adequacy Approach

Lansdowne monitors its accordance with the overall financial adequacy rule by assessing the adequacy of its own funds and liquid assets on a monthly basis. Annually, the firm is required to document a review of its ICARA process, where it will also carry out a more in-depth review of the Firms overall financial adequacy.

## VII. Remuneration Disclosures

### Remuneration Governance

Remuneration decision-making is undertaken by the Remuneration Committee ('REMCO') and their decisions are approved by the Management Committee. The duties of the REMCO are delegated and agreed by the Management Committee and governed by its Terms of Reference. The REMCO's main purpose is to consider and agree an appropriate Remuneration Policy for all employees. Furthermore, the Committee has specific responsibility for matters, including MRT remuneration and identification, staff remuneration policies, approval and oversight of risk adjustment and ensuring the alignment of variable remuneration outcomes with Lansdowne's culture and values.

### Remuneration Policy

Lansdowne's remuneration policy and practices are designed and implemented with the objective of attracting, motivating and retaining capable individuals, whilst promoting effective risk management. Staff members are remunerated at market rate fixed incomes with variable and discretionary components that will take into consideration the performance of the individual and the Firm.

### Quantitative Remuneration Disclosures

The aggregate total remuneration for the financial year ended 31 March 2025 was £21.9m, of which £13.6m was variable remuneration awarded.

The Firm's Material Risk Takers ("MRT"s) consist of members of the Firm's Management Committee and key portfolio managers.

Table 4 - Remuneration amounts for the financial year-ended 31 March 2025

Fixed and Variable Remuneration (GBP 000's)		
Remuneration Type	MRTs	Non-MRTs
Fixed	1,550	6,795
Variable	5,147	8,468
Number of Staff	8	86

### Sign-on and Severance Payments

Lansdowne did not pay any severance payments to MRTs in the financial year ended 31 March 2025. Any guaranteed bonuses are paid only in line with FCA guidance.

*Appendix 1 – Composition of Own Funds (as at 31 March 2025)*

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	<b>OWN FUNDS</b>	11,822	
2	<b>TIER 1 CAPITAL</b>	11,822	
3	<b>COMMON EQUITY TIER 1 CAPITAL</b>	11,822	
4	Fully paid up capital instruments	7,333	Note 15 – A, B and C Ordinary Shares, and Non-controlling interests capital contributions included within "Non-controlling interests" on Balance sheet
5	Share premium	1,183	Note 16
6	Retained earnings	3,306	Brought forward Profit and loss account on Company Statement of Changes in Equity.
7	Accumulated other comprehensive income	0	
8	Other reserves	0	
9	Adjustments to CET1 due to prudential filters	0	
10	Other funds	0	
11	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1	0	
12	CET1: Other capital elements, deductions and adjustments	0	
13	<b>ADDITIONAL TIER 1 CAPITAL</b>	0	
14	Fully paid up, directly issued capital instruments	0	
15	Share premium	0	
16	(-) TOTAL DEDUCTIONS FROM ADDITIONAL TIER 1	0	
17	Additional Tier 1: Other capital elements, deductions and adjustments	0	
18	<b>TIER 2 CAPITAL</b>	0	
19	Fully paid up, directly issued capital instruments	0	
20	Share premium	0	
21	(-) TOTAL DEDUCTIONS FROM TIER 2	0	
22	Tier 2: Other capital elements, deductions and adjustments	0	

**Own funds: reconciliation of regulatory own funds to balance sheet in the audited financial Statements**

Flexible template - rows to be reported in line with the balance sheet included in the audited financial statements of the investment firm.

Columns should be kept fixed, unless the investment firm has the same accounting and regulatory scope of consolidation, in which case the volumes should be entered in column (a) only.

Figures should be given in GBP thousands unless noted otherwise.

		A	B	C
		Balance sheet as in published/audited financial statements	Under regulatory scope of consolidation	Cross reference to template OF1
		As at period end 31st March 2025	As at period end	
1	Intangible Benefits	0		
2	Tangible Assets	96		
3	Fixed Asset Investments	0		
4	Debtors	11,248		
5	Current Asset Investments	0		
6	Cash and Cash Equivalents	8,461		
7	<b>Total Assets</b>	19,805		
8	Creditors: amounts falling due within one year	2,132		
9	<b>Total Liabilities</b>	2,132		
10	Share Capital	13,175		
11	Share Premium	1,183		
12	Own shares - Employee Benefit Trust	0		
13	Share option reserve	0		
14	Profit and Loss Account	3,315		
15	<b>Total Shareholders' equity</b>	17,673		

*Appendix 2*

Features of Own Funds – as at 31 March 2025		
Tier 1 Capital Instruments (values in GBP 000's)		
1	Issuer	<b>LANSDOWNE</b>
2	Public or Private Placement	Private Placement
3	Governing Law(s) of the instrument	UK
4	Regulatory Capital Classification	Common Equity Tier 1
5	Instrument Type	Cash
6	Amount recognised in regulatory capital	11,822
7	Nominal Amount of instrument	11,822
9	Number allotted, called up and fully paid	N/A
10	Issue price	N/A
11	Redeemable	N/A
12	Redemption Price	N/A
13	Accounting Classification	Shareholder's Equity
13	Original Date of Issuance	N/A
14	Non-cumulative or cumulative	N/A
15	Perpetual or Dated	N/A
16	Maturity date	N/A
17	Issuer call subject to prior supervisory approval (Y/N)	N/A
18	Optional call date, contingent call date and redemption amount	N/A
19	Subsequent call dates, if applicable	N/A
	<b>Coupons/Dividends</b>	
19	Fixed or floating dividend/coupon	N/A
20	Existence of a dividend stopper	N/A
21	Existence of step up or other incentive to redeem	N/A
22	Convertible or non-convertible	N/A
23	Write-Down Features	N/A