



MiFID Prudential Disclosure
as at 31 December 2023

1 Introduction and scope

This document sets out the public disclosures of Dowgate Wealth Ltd (“Dowgate Wealth” or “the Firm”) in accordance with the requirements of MIFIDPRU 8. Dowgate Wealth, through its ownership structure forms part of an Investment Firm Group with Dowgate Capital Ltd. This report is standalone for Dowgate Wealth Ltd and a separate report is available for Dowgate Capital Ltd available on their website.

Dowgate Wealth is classified under MIFIDPRU as a small and non-interconnected MIFIDPRU investment firm (“SNI MIFIDPRU Investment Firm”). As such, the Firm is required by MIFIDPRU 8 to disclose information regarding its remuneration policy and practices.

The firm has an accounting reference date of 31 December and disclosures are published annually, aligned with publication of the financial statements. However, disclosures may be published more frequently should circumstances demand it.

These disclosures have been approved by the board of Dowgate Wealth and are available on the Firm’s website.

2 Remuneration policy and practises

There are several objectives of the Firm’s remuneration policy which include:

- Attracting, developing, motivating, and retaining high-performing individuals in a competitive market

Incentives are awarded based on several considerations which include:

- Personal performance, including meeting personal objectives.
- Support of the firm’s long-term strategy.
- Support of the firm’s risk management processes.
- Personal reflection of the firm’s culture and values, which includes ensuring fair outcomes for customers and market integrity.

The remuneration package's structure is such that the fixed element is sufficient to enable the Company to operate a truly flexible bonus policy. The business model provides a combination of both employed and self-employed staff. As such the bonus policy only applies to employed persons.

Remuneration in the period

For the remuneration performance year of January to December 2023, the total amount of remuneration awarded to all staff was £2.7million. The ratio between fixed and variable component (bonus) is approximately 1:3. As mentioned above, self-employed staff are not part of the firm’s bonus scheme. Variable remuneration was paid in cash in this period.