



# MIFIDPRU Disclosures for an SNI Firm

Camco Management Limited

**Period:** 1 January 2024 to 31 December 2024

**Date:** 30 April 2025

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# Introduction

## Background to the Firm

Camco Management Limited ("the Firm") is regulated by the Financial Conduct Authority ("FCA") as a Markets in Financial Instruments ("MiFID") firm and subject to the rules and requirements of the FCA's Prudential Sourcebook for MiFID Investment Firms ("MIFIDPRU"). For the purposes of MIFIDPRU, the Firm has been classified as a small, non-interconnected ("SNI") firm.

The Firm acts solely as agent. The main protection for our customers is provided through client money and asset arrangements. The Firm's greatest risks have been identified as business and operational risk. The Firm has assessed business and operational risks in its ICARA Process and set out appropriate actions to manage them.

This Public Disclosure Document has been prepared based on the audited financials approved as on 09 April 2025, covering the financial period 1 January 2024 to 31 December 2024.

The Firm's main business activity is to provide fund management and investment advisory services, with a focus on renewable energy projects in emerging markets.

## Regulatory Context

This disclosure is provided in accordance with MIFIDPRU 8. These disclosures are made by the Firm on a solo basis as required by MIFIDPRU 8.1.7R.

## Changes to Information Disclosed

The following significant changes have been made to the information disclosed, when compared with the previous disclosure periods:

- The content of this disclosure has been realigned to the requirements of contained in MIFIDPRU 8.
- Remuneration disclosures have been updated.

## Verification

The information contained in this document has not been audited by the Firm's external auditors, as this is not a requirement, and does not constitute any form of financial statement and must not be relied upon in making any judgement on the Firm.

# MIFIDPRU 8.6 – Remuneration

## Qualitative Disclosures

The Firm has in place a Remuneration Policy which is approved by the Board of Directors at least annually.

The Firm has established a Culture, People and Remuneration (“CPR”) Committee. This is the remuneration committee. It comprises:

- One independent board director, Christian del Valle;
- One independent adviser, Nicki Auret; and
- The Managing Director, Geoff Sinclair.

The mandate of the committee is to:

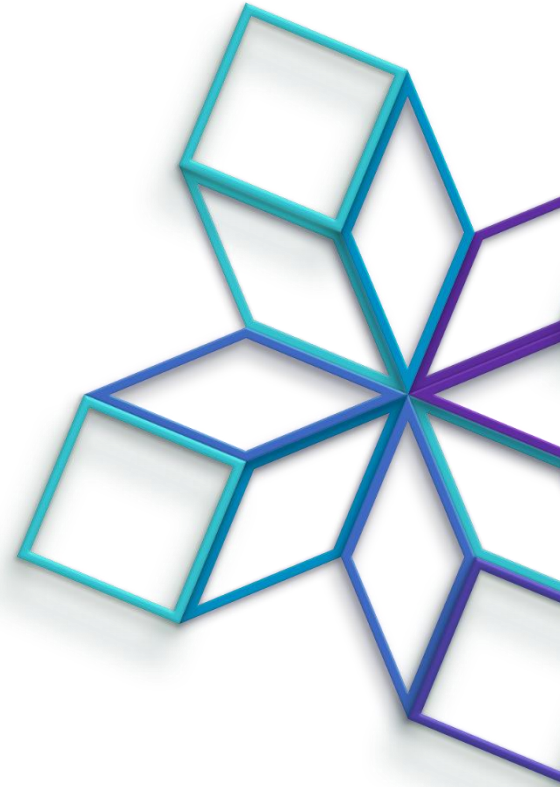
- Advise the Board and Managing Director on culture, performance and remuneration issues;
- Review and advise on the Firm’s culture and performance from a personnel point of view, including on any related policies and procedures;
- Review and propose the Firm’s remuneration policy;
- Determine the composition of code staff;
- Review and propose changes to remuneration structures;
- Approve above-threshold remuneration packages proposed for new hires and changes proposed for existing staff members where appropriate;
- Within approved remuneration structures, thresholds and policies, approve annual remuneration decisions with respect to fixed remuneration and discretionary payments; and
- Address ad-hoc matters, as they arise with respect to the committee’s brief.

The Firm’s approach to remuneration for all staff includes:

- Fixed base salaries;
- Discretionary annual bonuses proposed by the Managing Director, reviewed by the CPR committee and approved by the Board, considering business unit and company profitability and individual performance review results; and
- An Employee Share Ownership Plan in which equity options are awarded, with a three-year vesting period. The largest allocation under the ESOP to date has been equivalent to 2% of the firm’s equity.

## Quantitative Disclosures

<b>Total Remuneration</b>	<b>Fixed Remuneration</b>	<b>Variable Remuneration</b>
£2,962,953	£2,902,670	£60,283



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Camco Management Limited is authorised and regulated by the Financial Conduct Authority.