

**Colliers Capital Holdings Limited**  
**REMUNERATION POLICY AND PRACTICES**  
**DISCLOSURE**  
**AS AT 31 DECEMBER 2022**

## 1. Introduction

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Colliers Capital Holdings Limited ('the Firm') is a private limited company registered in England and Wales with registered number 06430656 and registered office at 50 George Street, London W1U 7GA. The Firm is authorised and regulated by the Financial Conduct Authority ('the FCA').

The Firm was incorporated on 19 November 2007. The principal regulated activity of the Firm is advising and arranging investments for institutional clients in real estate funds.

The Firm is an SNI firm in accordance with MIFIDPRU.

The purpose of this document is to provide the disclosure required by MIFIDPRU 8.6. The Firm considers that it has provided a level of detail in its qualitative disclosures that is appropriate to its size and internal organisation, and to the nature, scope, and complexity of its activities.

## 2. Qualitative disclosures

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### **Decision-making procedures and governance**

The remuneration policy of the Firm is overseen by the Head of HR, Chief Executive Officer and Chief Financial Officer of the Colliers UK group. The Firm is an entity within the Colliers UK group and makes up a proportion of the overall revenues of the Colliers UK group.

### **Approach to remuneration and objectives of financial incentives**

The Firm operates an annual performance and remuneration review process. The ongoing appropriateness and effectiveness of the remuneration policies and practices are considered and reviewed on an annual basis as part of the overall remuneration process.

The Firm has taken the approach to be risk averse and therefore takes reasonable steps to manage its risks. This is reflected in its low appetite for taking on risk in any of its activities. The Firm has little to no tolerance for engaging in activity that adversely influences its risk profile. All risks of any significance are identified, assessed and controlled on an ongoing basis. The Firm's approach to remuneration is to ensure that pay rewards are appropriate and reasonable and take a wide variety of considerations into account, and is consistent with its position on risk.

All relevant factors, including the business activities and prudential and conduct risks, are taken into account when reviewing remuneration. The Firm's policy is that annual bonuses are entirely discretionary.

### **Different components of remuneration**

The different components of remuneration include the following: (i) fixed – basic salary and car allowance; and (ii) variable – annual bonus and contractual commission. Annual bonuses are based upon a proportion of the profitability of the Firm.

### **Financial and non-financial performance criteria**

Remuneration decisions are based upon both financial but also behavioural performance in line with the Firm's core competencies. Compliance with the Firm's policies and procedures and approach to risk are accordingly part of the decision making process. There are no prescriptive splits between the financial and non-financial criteria, with decisions being made on the commercial judgement of those involved in the review process.

### 3. Quantitative disclosures

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#### Total remuneration

For the 2022 financial year (from 1 January to 31 December 2022), the Firm's total staff cost was as follows:

- **Fixed remuneration** – £388,335
- **Variable remuneration** – £573,421
- **Total** - £961,756