



ARES MANAGEMENT UK LIMITED
PUBLIC DISCLOSURE STATEMENT
YEAR ENDING 31 DECEMBER 2022

1. INTRODUCTION

1.1 Purpose

Ares Management UK Limited (FRN 613497) (the "**Firm**") is authorised and regulated by the Financial Conduct Authority (the "**FCA**"). The Firm is part of the Ares group (the "**Group**"), which is an alternative asset management group specialising in private credit, real estate, private equity, infrastructure and secondaries investments.

This document (the "**Disclosure Statement**") sets out the information the Firm is required to disclose annually under chapter 8 of the MIFIDPRU Sourcebook in the FCA Handbook of Rules and Guidance. All information is as at the date on page 1 unless otherwise indicated.

1.2 Scope

The information in this Disclosure Statement relates to the Firm on an individual basis, i.e., it does not concern any other entities in the Group.

Unless otherwise noted, the information contained in this Disclosure Statement has not been audited by the Firm's external auditors and does not constitute any form of financial statement and should not be relied upon in making any judgment on the Firm.

2. GOVERNANCE ARRANGEMENTS

2.1 Role of the board of directors (the "Board")

The Firm is governed by its Board. The Firm is required to ensure that the Board defines, oversees and is accountable for the implementation of governance arrangements that ensure effective and prudent management of the Firm, including the segregation of duties in the Firm and the prevention of conflicts of interest, and in a manner that promotes the integrity of the market and the interests of clients.

The Firm seeks to achieve this through several means, including:

- through adopting an appropriate process for appointments to the Board;
- processes for the functioning of the Board, including reporting of management information on risks the Firm is or might be exposed to, or the Firm poses or might pose to others;
- obligations under the FCA Senior Managers and Certification Regime, as part of which certain senior members of staff ("**Senior Management Function-holders**") are required to be approved by the FCA and a number of other members of staff are required to be certified by the Firm as fit and proper to perform their roles;
- legal obligations applicable to members of the Board under the Companies Act 2006 and fiduciary and agency law;
- policies and procedures, including in particular the Firm's compliance manual, conflicts of interest policy, remuneration policy, and its policies on personal account dealing and market abuse;
- its policy on the suitability of the Board, which seeks to ensure that:

- individually, the members of the Board are of sufficiently good repute, possess sufficient knowledge and experience to perform their duties, commit sufficient time to the role and demonstrate honesty, integrity, and independence of mind; and
- the Board as a whole possesses adequate collective knowledge, skills and experience to understand the Firm's activities, including the main risks and reflect an adequately broad range of experiences.

2.2 The appointment of legal and accounting advisers and compliance consultants and other advisers as required from time to time; Composition of the Board

The members of the Firm's Board are set out in the following table, together with the number of additional directorships held by each member, excluding directorships: (i) held in organisations which do not pursue predominantly commercial objectives; or (ii) in entities within the Group or in entities in which the Firm holds a qualifying holding.

Name	Number of additional directorships (executive and non-executive)
John Atherton	0
William Stephen Benjamin	0
Blair Jacobson	0
Miriam Krieger	0
Kevin William Early	0

2.3 Diversity of the Board

The Firm is committed to promoting diversity and equal opportunities for staff throughout the Firm, including on its Board. The Firm believes that diverse and inclusive teams make better decisions, and this informs the Firm's recruitment and retention strategies, both across the organisation as a whole and at the level of its Board.

All appointments are made on merit against objective criteria, and with regard to the individual's knowledge, skills and experience and the combined knowledge, skills, experience and diversity of the Board as a whole.

2.4 Risk governance

The Firm has well-established risk management policies in relation to the operational risks facing the business as well as those associated with the Firm's activities. The Board is ultimately responsible for the Firm's overall risk management and for maintaining an appropriate internal control framework.

The Firm does not have a Risk Committee for the purposes of IFPR and is not required by MIFIDPRU 7.3.1R to establish one. The Firm does have a risk management committee as a sub-committee of its board, for the purposes of compliance with FUND 3 in relation to its activities as AIFM.

3. RISK MANAGEMENT OBJECTIVES AND POLICIES

3.1 Potential for harm associated with the Firm's business strategy

The Firm considers that the potential for harm associated with its business strategy is low. Notably, the Firm does not engage in proprietary trading, underwriting, placing, clearing or settlement activities.

The Firm's business strategy reflects its low-risk appetite towards conduct risk; prudential risk; reputational risk; legal, compliance and regulatory risk; financial crime risk; data and cyber security risk; and sustainability risk.

The Firm is remunerated with management and performance fees generated by affiliated fund management entities. **The Firm accounts for revenue based on a cost-plus arrangement with the US Firm.** These fees are therefore a stable and predictable source of income.

The level of detail of information in this Disclosure Statement is consistent with this proportionality assessment.

3.2 Strategies and processes used to manage risks addressed by own funds and liquid assets requirements

Basic Own Funds Requirement and Basic Liquid Assets Requirement

The Firm is subject to a Basic Own Funds Requirement and a Basic Liquid Assets Requirement.

The Firm's Basic Own Funds Requirement is the higher of (i) a permanent minimum own funds requirement, (ii) one quarter of its preceding year's fixed overheads (its fixed overheads requirement, or "FOR") and (iii) a 'K-factor' requirement ("KFR") (a percentage scalar applied to its assets under management).

The Firm's Basic Liquid Assets Requirement is the sum of one third of its FOR and 1.6% of the total amount of any guarantees provided to clients.

However, between 2022-2026, the Firm is able to benefit from transitional relief under FCA rules, as follows:

Requirement	2022	2023	2024	2025	2026	2027 (no transitional)
Basic Own Funds Requirement - highest of						
Permanent Minimum Requirement	£50,000	£55,000	£60,000	£65,000	£70,000	£75,000
FOR		10% of FOR	25% of FOR	45% of FOR	70% of FOR	100% of FOR
KFR		10% of KFR	25% of KFR	45% of KFR	70% of KFR	100% of KFR

Basic Assets Requirement	Liquid	£16,667	1/3 of 10% FOR	of	1/3 of 25% FOR	of	1/3 of 45% FOR	of	1/3 of 70% FOR	of	1/3 of 100% of FOR
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Details of the Firm's own funds, i.e., broadly, its long-term subordinated capital, are set out at Schedule 1¹.

Details of the Firm's Basic Own Funds Requirement are set out at Schedule 2².

Overall Financial Adequacy Rule³

The Firm must at all times comply with the overall financial adequacy rule (the "**OFAR**"). This requirement, which supplements the Firm's Basic Own Funds Requirement and Basic Liquid Assets Requirement, requires the Firm to hold sufficient own funds and liquid assets to:

- ensure it can remain viable throughout the economic cycle, with the ability to address any potential harm the Firm's ongoing activities might cause to its clients and counterparties, the markets in which it operates and the Firm itself; and
- allow its business to wind-down in an orderly way, minimising harm to clients and counterparties and to other market participants.

The Internal Capital Adequacy and Risk Assessment⁴

The Firm uses an internal capital adequacy and risk assessment ("**ICARA**") process to identify whether it is complying with its OFAR and, if it is not, to identify what steps it should take to remedy this.

The focus of the ICARA process is on identifying and managing risks that may result in material harms to clients and counterparties, the markets in which the Firm operates and the Firm itself, measuring the effectiveness of the Firm's strategies to monitor and mitigate those harms, and determining whether additional own funds and/or liquid assets are required to mitigate any residual risks.

The FCA recognises that the risk of some material harms can be reduced through proportionate measures other than holding additional financial resources, for example implementing additional internal systems and controls, strengthening governance and oversight processes or changing the manner in which the Firm conducts certain business.

However, for other harms identified, it may be that the only realistic option to manage them and to comply with the OFAR is for the Firm to hold additional own funds and/or additional liquid assets above its Basic Own Funds Requirement and Basic Liquid Assets Requirement.

The Firm has therefore formed a judgment about what is appropriate and proportionate in its particular circumstances, informed by its risk appetite, which is set by the Governing Body.

The Firm's ICARA document is updated annually (or more frequently, as required) by the Firm's Finance, Legal and Compliance teams, with input from external advisers as required. The document and the key assumptions underlying it are then reviewed and approved by the Governing Body.

Responsibilities of Senior Management Function-holders

The Firm has a Senior Management Function-holder responsible for own funds and liquid assets compliance.

¹ MIFIDPRU 8.4.

² MIFIDPRU 8.5.1R.

³ MIFIDPRU 8.5.2R.

⁴ MIFIDPRU 8.2.3G.

All Senior Management Function-holders recognise that the ICARA process is a key requirement of the regulatory system for the Firm and is an essential part of the Firm's internal systems and procedures for ensuring that the Firm's business is run prudently.

3.3 Concentration risk

Concentration risk refers to the risks arising from the strength or extent of the Firm's relationships with, or direct exposure to, a single client or group of connected clients. The Firm has identified the following concentration risks and has put in place the following control strategies:

Earnings

This is the risk that the Firm has a significant amount of its revenue concentrated in a small number of clients, leaving it exposed if it loses one or more of those clients.

The Firm's revenue is derived from a diverse client base, which it considers reduces its risk to any one client or small number of clients to an acceptable level.

Cash deposits

This is the risk that the Firm's cash deposits are held with a narrow range of credit institutions, leaving it exposed if one or more of them becomes insolvent.

The Firm maintains instant-access cash accounts with a range of UK credit institutions, each of which has a satisfactory credit rating according to industry standard, which it considers reduces its cash deposit risk to an acceptable level. The Firm keeps this under review.

4. REMUNERATION

4.1 Remuneration governance

The Board has overall responsibility for the Firm's remuneration policies and procedures, which have been adopted by the Board and are reviewed annually.

The Board has allocated responsibility for overseeing the implementation of the Firm's remuneration policy to Miriam Krieger (SMF 3, SMF 16 and SMF 17). The Firm's remuneration policies and practices are operated on a day-to-day basis by the Human Resources Department with support from the Compliance Departments.

4.2 Material Risk Takers

The Firm's material risk takers ("**MRTs**") are those individuals whose professional activities have a material impact on the Firm's risk profile. The Firm's MRTs comprise:

- Members of the Board;
- Other members of senior management;
- Heads of the Firm's control functions, being the Chief Finance Officer / Compliance Officer;
- The Firm's Money Laundering Reporting Officer (if different to the Firm's Compliance Officer);
- The Human Resources Director; and
- Members of the Firm's Investment Committee / Other members of the investment team .

During the course of the year, the Firm identified 48 MRTs in total.

4.3 Remuneration structure⁵

The Firm's remuneration arrangements seek to ensure effective risk alignment between the Firm's staff, the Firm itself and the Funds managed by the Firm.

The Firm does not employ staff directly but, rather, has entered into a service agreement with Ares Management Limited ("AML") for the provision of seconded staff and services. References to awards of fixed or variable remuneration by the "Firm" in this section 4.3 (Remuneration structure) should be read as references to AML.

The Firm awards both fixed remuneration (typically an annual salary, together with salary-linked pension contributions and benefits such as private medical insurance) and variable remuneration (typically a form of annual bonus or variable profit share and, where applicable, the award of carried interest points).

Fixed remuneration is determined primarily by the market rate for the role performed, having regard to the skills, expertise and experience demonstrated by the individual.

Variable remuneration awarded in respect of the services performed for the Firm are determined by reference to the performance of the individual, the performance of the individual's business unit, and the performance of Ares Management UK Limited. Different categories of variable remuneration are available to different types of staff, for example staff who are members of the Firm are entitled to receive a variable annual profit share whilst staff who are not members of the Firm are typically eligible to receive an annual performance bonus. Eligibility for certain types of variable remuneration is also linked to positions held within the Firm.

Ares Management Corporation determines the total available pool of variable remuneration by reference to the Firm's financial performance both at Firm level and at the level of each business unit, taking into account the Firm's regulatory capital and liquidity requirements, future working capital needs and any reasonably foreseeable liabilities or obligations. Individual performance is assessed by reference to both financial and non-financial criteria, including whether an individual has adhered to the Firm's internal compliance policies and procedures and demonstrated behaviours consistent with the Firm's corporate values.

The Firm may offer non-standard forms of variable remuneration. The Firm hires individuals into roles conferring MRT status only infrequently. In exceptional circumstances, the Firm may offer guaranteed variable remuneration to MRTs joining the Firm in the form of a 'lost opportunity bonus', provided the Firm's capital position is sufficiently sound at that time.

The Firm has obtained legal advice in relation to the requirements in SYSC 19G.

4.4 Risk adjustment

The Firm's variable remuneration arrangements are fully discretionary, and the Firm is able to apply in-year adjustments to reduce (including to zero) the amount of variable remuneration that would otherwise have been paid to any member of staff (including MRTs).

Variable remuneration awarded to MRTs is subject to additional adjustments. In specific circumstances where an MRT has failed to meet certain standards of conduct, as set out in the Variable Remuneration Adjustment Policy, the Firm may take one or more additional measures. These measures include malus (reducing the amount of variable remuneration awarded to an MRT) and/or clawback (requiring the MRT to make a payment to the Firm equal to all or some variable remuneration received within a specified time period).

The Firm ensures that any payments to MRTs relating to the early termination of an employment contract reflect the individual's performance over time and do not reward failure or misconduct.

⁵ MIFIDPRU 8.6.3G.

The Firm maintains policies and procedures governing its approach to risk adjustments and severance payments, including how the Firm takes into account current and future risks when adjusting remuneration.

4.5 Quantitative disclosures

Total remuneration to <u>all</u> staff	
Total fixed remuneration	(GBP million)
Senior management	7.8
Other MRTs	9.1
Other staff	0
SUB-TOTAL	16.9
Total variable remuneration	(GBP million) /
Senior management	85.1
Other MRTs	43.2
Other staff	0
SUB-TOTAL	128.3
GRAND TOTAL	<u>145.2</u>

Severance payments made to MRTs	
Total payments made	(GBP /million)
Senior management	0
Other MRTs	0
TOTAL	0
Amount of highest severance payment awarded	0
Awards of severance payments made	No. of MRTs
Senior management	0
Other MRTs	0

Guaranteed variable remuneration awarded to MRTs	
Total payments made	(GBP /million)
Senior management	1.2
Other MRTs	0.075
TOTAL	1.29
Awards of guaranteed variable remuneration made	No. of MRTs
Senior management	2
Other MRTs	1

SCHEDULE 1 OWN FUNDS

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	26,279	
2	TIER 1 CAPITAL	26,279	
3	COMMON EQUITY TIER 1 CAPITAL	26,279	
4	Fully paid up capital instruments	4,500	'Called-up share capital'
5	Share premium		N/A
6	Retained earnings	21,779	'Profit and loss account'
7	Accumulated other comprehensive income		N/A
8	Other reserves		N/A
9	Adjustments to CET1 due to prudential filters		N/A
10	Other funds		N/A
11	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1		N/A
19	CET1: Other capital elements, deductions and adjustments		N/A
20	ADDITIONAL TIER 1 CAPITAL		N/A
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		N/A
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		

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	As at period end	
Assets - Breakdown by asset classes according to the balance sheet in the audited financial statements				
1	Debtors	30,429	30,429	N/A
2	Cash and cash equivalents	39,217	39,217	N/A
	Total Assets	69,646	69,646	
Liabilities - Breakdown by liability classes according to the balance sheet in the audited financial statements				
1	Creditors	43,367	43,367	N/A
	Total Liabilities	43,367	43,367	
Shareholders' Equity				
1	Called-up share capital	4,500	4,500	4
2	Profit and loss account	21,779	21,779	6
	Total Shareholders' equity	26,279	26,279	

Own funds: main features of own instruments issued by the firm

Please refer to Schedule 1 for details on the composition of own instruments issued by the Firm.

SCHEDULE 2 BASIC OWN FUNDS REQUIREMENTS

	Category of requirement	Amount (GBP thousands)
1	PERMANENT MINIMUM REQUIREMENT	75
2	FIXED OVERHEADS REQUIREMENT	14,971
3	K-FACTOR REQUIREMENT	-
A	Sum of the Firm's: <ul style="list-style-type: none"> • K-AUM (assets under management); • K-CMH (client money held); and • K-ASA (client assets safeguarded and administered) requirements 	
B	Sum of the Firm's: <ul style="list-style-type: none"> • K-COH (client orders handled); and • K-DTF (daily trading flow) requirements 	
C	Sum of the Firm's: <ul style="list-style-type: none"> • K-NPR (net position risk); • K-CMG (clearing margin given); • K-TCO (trading counterparty default); and • K-CON (concentration risk) requirements 	
	BASIC OWN FUNDS REQUIREMENT (HIGHEST OF ROWS 1-3)	14,971