EURAZEO UK LIMITED

MIFIDPRU 8 REMUNERATION DISCLOSURE

For the Financial Year Ended 31 December 2025

Publication Date: 2026

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1. Scope and Purpose

This remuneration disclosure has been prepared by Eurazeo UK Limited ("the Firm") in accordance with the remuneration disclosure requirements contained in Chapter 8 of the FCA Prudential Sourcebook for MiFID Investment Firms (MIFIDPRU).

The purpose of this disclosure is to provide information regarding the Firm's remuneration policies and practices and to explain how those arrangements promote sound and effective risk management and support the Firm's long-term business strategy.

Unless otherwise stated, the information contained within this disclosure relates to the financial year ended 31 December 2025.

2. Governance Arrangements

The Board of Directors of Eurazeo UK Limited has overall responsibility for the implementation and oversight of the Firm's remuneration framework.

The Board reviews remuneration arrangements periodically to ensure that they:

- support the Firm's business strategy and objectives;
- promote effective risk management;
- do not encourage excessive risk-taking;
- avoid conflicts of interest; and
- remain consistent with applicable regulatory requirements.

Due to the size, nature and complexity of the Firm's activities, the Firm has determined that it is not required to maintain a separate Remuneration Committee.

The Board receives appropriate information from senior management, human resources, finance and compliance functions when considering remuneration-related matters.

3. Remuneration Policy Objectives

The Firm's remuneration framework is intended to:

- attract and retain appropriately skilled employees;
- encourage high standards of professional conduct;
- align employee interests with those of clients and stakeholders;

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- support sustainable long-term performance;
- promote effective management of conduct and operational risks; and
- comply with applicable FCA remuneration requirements.

Remuneration decisions are made taking into account both financial and non-financial performance factors.

4. Components of Remuneration

The Firm's remuneration framework comprises fixed remuneration and, where applicable, variable remuneration.

Fixed Remuneration

Fixed remuneration primarily consists of:

- base salary;
- contractual benefits;
- pension contributions; and
- other fixed allowances where applicable.

Fixed remuneration is designed to reflect the individual's role, responsibilities, experience, skills and market conditions.

Variable Remuneration

The Firm may award discretionary variable remuneration based on a range of considerations, including:

- individual performance;
- business unit performance;
- overall Firm performance;
- risk management considerations;
- compliance with internal policies and procedures; and
- conduct and behavioural standards.

Variable remuneration is discretionary and is not guaranteed.

5. Risk Adjustment

The Firm's remuneration arrangements are designed to ensure that remuneration outcomes appropriately reflect risk considerations.

Performance assessments take account of both quantitative and qualitative criteria, including:

- compliance with regulatory obligations;

- adherence to risk management frameworks;
- conduct standards;
- achievement of strategic objectives; and
- effective management responsibilities.

Individuals may have variable remuneration reduced or withheld where risk, conduct, compliance or performance considerations warrant such action.

6. Gender-Neutral Remuneration Policy

The Firm operates a gender-neutral remuneration policy.

Remuneration decisions are based on objective criteria including:

- role responsibilities;
- experience;
- performance;
- skills and qualifications; and
- market benchmarking.

The Firm is committed to equal opportunity and seeks to ensure remuneration practices are free from unlawful discrimination.

7. Quantitative Remuneration Disclosure

The table below sets out aggregate remuneration awarded during the financial year ended 31 December 2025.

Category	Amount (£)
Fixed Remuneration	£ 7,343,685.44
Variable Remuneration	£ 5,662,459.06
Total Remuneration	£ 13,006,144.50

The above figures represent aggregate remuneration awarded to all staff employed by the Firm during the reporting period.

9. Approval

This disclosure was reviewed and approved by the Board of Directors of Eurazeo UK Limited.

Approved on:

For and on behalf of the Board