



**KIMMIK CAPITAL LIMITED
MIFIDPRU 8 DISCLOSURE**

27 April 2026

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1. MIFIDPRU 8 DISCLOSURE

Kimmik Capital Limited (the “**Firm**”) is authorised and regulated by the Financial Conduct Authority (the “**FCA**”). The Firm is a UK domiciled discretionary investment manager to professional segregated account clients and predominately operates in the stressed, distressed and opportunistic credit markets across Europe.

The Firm is categorised as a “SNI MIFIDPRU investment firm” by the FCA for capital purposes. The Firm reports on a solo basis. The Firm’s MIFIDPRU 8 disclosure fulfils the Firm’s obligation to disclose to market participants’ key information on a firm’s remuneration policies and practices

In making the qualitative elements of this disclosure, the Firm is required to provide a level of detail that is appropriate to the Firm’s size and internal organisation, and to the nature, scope and complexity of its activities.

This disclosure is made annually on the date the Firm publishes its annual financial statements. As appropriate, this disclosure is made more frequently, for example if there is a major change to the Firm’s business model. This disclosure has been prepared based on figures as at 31 December 2025 and has been verified by the Firm’s Board of Directors.

2. REMUNERATION POLICIES AND PRACTICES

The Firm is subject to the Remuneration Code (the “**Code**”) for MIFIDPRU Firms as codified in Section 19G of the SYSC sourcebook of the Financial Conduct Authority handbook.

This disclosure sets out qualitative and quantitative information on the Firm’s remuneration processes and practices.

A. Qualitative Information

The Firm must establish, implement and maintain remuneration policies, procedures and practices that are consistent with and promote effective risk management and do not encourage excessive risk taking.

The Firm ensures that the remuneration policy and its practical application are consistent with the Firm’s business strategy, objectives and long-term interests. The Firm’s approach is designed to support individual and corporate performance, encourage the sustainable long-term financial health of the business, and promote sound risk management for the success of the Firm and to the benefit of their customers, counterparties and the wider market. Our remuneration approach promotes long-term value creation through transparent alignment with the agreed corporate strategy.

Given the nature and size of the Firm, remuneration for all employees is set by the Firm’s Board of Directors. The Board of Directors looks to ensure that staff receive a salary which reflects their market value, responsibilities and experience.

All staff may also receive variable remuneration, such as an annual bonus, where the individual operates within the risk appetite of the company and has demonstrated appropriate behaviour. All staff are currently shareholders of the Firm.

Variable remuneration is intended to reflect contribution to the Firm’s overall success. Staff are assessed throughout the year and rated based on both individual performance and the performance of the Firm. The performance assessment considers both financial measures such as earnings and profit margin and non-financial measures such as productivity/efficiency and quality, risk management, people and culture, customer focus and growth and innovation.

The Firm’s linkage between variable remuneration and performance is based upon the following tenets:

- Rewarding all staff fairly, regardless of job function, race, religion, colour, national origin, sex, sexual orientation, marital status, pregnancy, disability or age
- Attraction, motivation and retention of staff members
- Ensuring an appropriate balance of financial results between staff and shareholders
- Aligning the interest of senior staff members via long-term incentive awards
- Linking a proportion of a staff member’s total compensation to the Firm’s performance

- Discouraging excessive risk-taking and ensuring no staff are dependent on variable remuneration to an extent that encourages risks outside the risk appetite of the Firm
- Ensuring client interests are not negatively impacted
- Not awarding remuneration using methods aimed at avoiding the application of the Code

The Firm considers both financial and non-financial criteria when assessing the individual performance of its staff. This aims not only to discourage inappropriate behaviour but also to incentivise and reward behaviour that promotes positive non-financial outcomes for the Firm.

The Firm use the following non-financial performance criteria:

- Measures relating to building and maintaining positive customer relationships and outcomes, such as positive customer feedback
- Performance in line with Firm strategy or values, for example by displaying leadership, teamwork or creativity
- Adherence to the Firm’s risk management and compliance policies
- Achieving targets relating to environmental, social and governance factors
- Diversity and inclusion

B. Quantitative Information

With respect to the financial year to **31 December 2025** the total amount of remuneration awarded to all staff, including the split of fixed and variable remuneration, was as follows:

	GBP
Fixed remuneration	64,261
Variable remuneration	0
Total	64,261