



KKR Capital Markets Partners LLP

MIFIDPRU 8 Disclosures

September 2025

## Definitions

ARC	Audit and Risk Committee
CEO	Chief Executive Officer
EU CRR	Capital Requirements Regulation of the European Parliament
DEI	Diversity, Equity and Inclusion
ExCo	Executive Committee of KKR Capital Markets Partners LLP
FCA	Financial Conduct Authority
FOR	Fixed Overhead Requirement
ICARA	Internal Capital Adequacy and Risk Assessment
ICG	Individual Capital Guidance issued to KKR Capital Markets Partners LLP by the FCA
IFPR	Investment Firm Prudential Regime
KKR Group	KKR Group of Companies
KKR Europe	Includes all KKR affiliates located in Europe
KCML	KKR Capital Markets Limited
KCM LLP	KKR Capital Markets Partners LLP / the Partnership
KCM US	KKR Capital Markets Holdings L.P.
KKR US	Kohlberg Kravis Roberts & Co. L.P.
OFR	Own Funds Requirements
OFAR	Overall Financial Adequacy Rule
OpCo	Operations Committee of KKR Capital Markets Partners LLP
Non-SNI	Non-Small and Non-Interconnected Firm
RMF	Risk Management Framework

Certain other technical terms are defined within this document where considered appropriate.

## **Introduction**

KCM LLP is a UK registered Limited Liability Partnership. As an investment firm, KCM LLP is subject to IFPR and authorised as a MIFIDPRU investment firm by the Financial Conduct Authority. MIFIDPRU is the regulatory sourcebook for all firms subject to IFPR which became effective from 1 January 2022, replacing EU CRR. Within MIFIDPRU, KCM LLP is further classified as a Non-Small and Non-Interconnected Firm ("non-SNI") with a Permanent Minimum Capital Requirement of £740,000 (determined in accordance with the transitional provisions of MIFIDPRU 2.12).

The main objective of IFPR is to ensure that regulated firms have adequate financial resources (i.e. both capital and liquidity) in relation to the business they undertake and have appropriate systems and controls in place to identify, monitor, and, where proportionate, reduce all potential material harms that may result from the ongoing operation of their business or winding down their business. The Firm assesses the risks that they not only pose to themselves, but to their clients and markets, and their mitigation in order to determine an appropriate level of capital to hold.

## **Basis of Disclosure**

The purpose of this document is to provide the disclosures required by MIFIDPRU 8. As a non-SNI, KCM LLP is required to disclose risk management objectives and policies, governance arrangements, capital and remuneration policies and practices. KCM LLP meets the conditions of MIFIDPRU 7.1.4R(1) and is accordingly exempt from MIFIDPRU 8.6.8R(6) disclosures relating to remuneration and MIFIDPRU 8.7 disclosures relating to investment policy.

## **Frequency of Disclosures and Location**

MIFIDPRU 8 disclosures are prepared at least annually on a firm's accounting reference date. 31 December 2024 is, therefore, the accounting reference date for this disclosure. Given the scale and range of its operations and complexity, KCM LLP currently assesses that there is no need to publish some or all of its disclosures more frequently than annually. The disclosure is published on KKR.com.

## **Disclosure Governance**

The ExCo is responsible for ensuring that this document complies with the disclosure obligations in relation to MIFIDPRU 8. It has been prepared by staff of KKR Group with sufficient knowledge and experience of the business, operations and risk management practices of KCM LLP. It has primarily been prepared by the KKR EMEA Finance department with input from other KKR Group functional areas including Risk Management, Legal Counsel, Compliance and Human Capital. PwC has also consulted with KCM LLP on the document.

## **Scope of Application**

KCM LLP is also part of a UK consolidated investment group for the purposes of IFPR, which includes one affiliated entity: KCML. KCML is the immediate parent company of KCM LLP. KCM Ltd's principal activity is to act as the managing member of the LLP. No impediments exist to the proper transfer of capital between group entities should the need arise, and there are no differences in the basis of consolidation for accounting and prudential purposes. However, as there is no requirement to publish this disclosure on a consolidated basis, the below information is provided on a solo basis for KCM LLP, unless otherwise stated.

## **KCM LLP Activities and Background**

KCM LLP is part of the KKR Group, which is a global investment firm that offers alternative asset management, capital markets and insurance solutions. Its corporate structure includes KKR & Co. Inc. (Delaware), which is listed on the NYSE (NYSE: KKR) and Kohlberg Kravis Roberts & Co. L.P. ("KKR US"), which is a US SEC registered investment advisor. The indirect parent of KCM LLP is KKR US.

KCM LLP's principal activity is to support KKR Group deal teams, portfolio companies and third-party clients by providing tailored capital markets services and developing and implementing both traditional and non-traditional capital solutions for investments and companies seeking finance.

KKR's Group's UK investor relations and capital raising activities are also undertaken within KCM LLP for regulatory purposes.

## Governance Arrangements

KCM LLP is managed by its CEO and its ExCo. The ExCo is responsible for implementing KCM LLP's business plan and establishing its risk appetite. The ExCo is supported in its objectives by the Audit, Risk and Compliance Committee and the Operations Committee. The responsibilities of each are described below:

Committee	Responsibilities
<p><b>Executive Committee</b></p>	<ul style="list-style-type: none"> <li>&gt; Governing body responsible for the management and supervision of the partnership and reviews its risk appetite determinations at least annually.</li> <li>&gt; Chaired by the CEO.</li> <li>&gt; Meets on a quarterly basis and at such other times as may be necessary to review, discuss and approve the following matters relating to the partnership:               <ul style="list-style-type: none"> <li>• Apportionment, organisation, and reporting structures,</li> <li>• Business strategy and initiatives,</li> <li>• Accounting, financial reporting and the review of statutory accounts,</li> <li>• Risk management (including quarterly risk report, Risk Dashboards and Risk Register/ICARA review),</li> <li>• Legal and compliance matters and reports, including the annual Compliance Officer and Financial Crime Report,</li> <li>• Relevant internal audit reports, and</li> <li>• Other operational matters.</li> </ul> </li> </ul>
<p><b>Audit, Risk and Compliance Committee</b></p>	<ul style="list-style-type: none"> <li>&gt; Responsible for overseeing risk management at a regional level and is tasked with monitoring and making recommendations to the Board of Directors and ExCo in relation to risk, financial reporting, external audit, internal controls and select regulatory and compliance matters.</li> <li>&gt; Chaired by the Chief Compliance Officer.</li> <li>&gt; Meets on a quarterly basis</li> <li>&gt; Members include KKR Group's General Counsel for Europe, Risk Officer for Europe, Internal Audit for Europe, CFO Europe, Human Capital Management Director Europe, Director of European Corporate Affairs, Director of Operations and European Head of Tax.</li> </ul>

**Operations Committee**

> Responsible for implementation of operational priorities, including the management of policies, processes and regulations, monitoring of projects and the roll-out of culture and DEI initiatives within EMEA.

> Chaired by a UK employee of an affiliated entity

**Directorships**

The table below provides the number of external directorships (both exec and non-exec) held by each member of the ExCo as at 31 December 2024.

ExCo Member	Directorships Held
Mark Danzey	-
Federica Gironi	-

**Commitment of Inclusion**

KCM LLP , is committed to cultivating talent, fostering inclusion, and delivering excellence. Fostering an inclusive culture requires oversight and involvement from senior leadership to drive long-term outcomes. These efforts are sponsored by our Global Co-CEOs, co-chaired by our Global Chief Administrative Officer and Global Head of Talent Development and Culture, and led by senior leaders at the firm who work to realize our strategic priority of creating high-performing teams who operate in a collaborative and inclusive workplace.

In a people-driven business, we believe a breadth of perspectives, skills, and experiences working together collaboratively is the most effective means of producing exceptional results. We pursue this belief in a variety of ways including through our different internal committees and nine firm-sponsored employee resource groups, strategic external partnerships, and our broader engagement in different communities. We believe this multi-faceted approach helps us to attract, develop, and retain the best possible talent, which is integral to our success.

We believe..

- Our culture of collaboration is a competitive advantage
- Exceptional talent comes from all backgrounds and experiences
- An environment where everyone’s contributions are valued accelerates value creation
- Our leaders are accountable for demonstrating inclusive behaviors that enables our people to perform at their best.

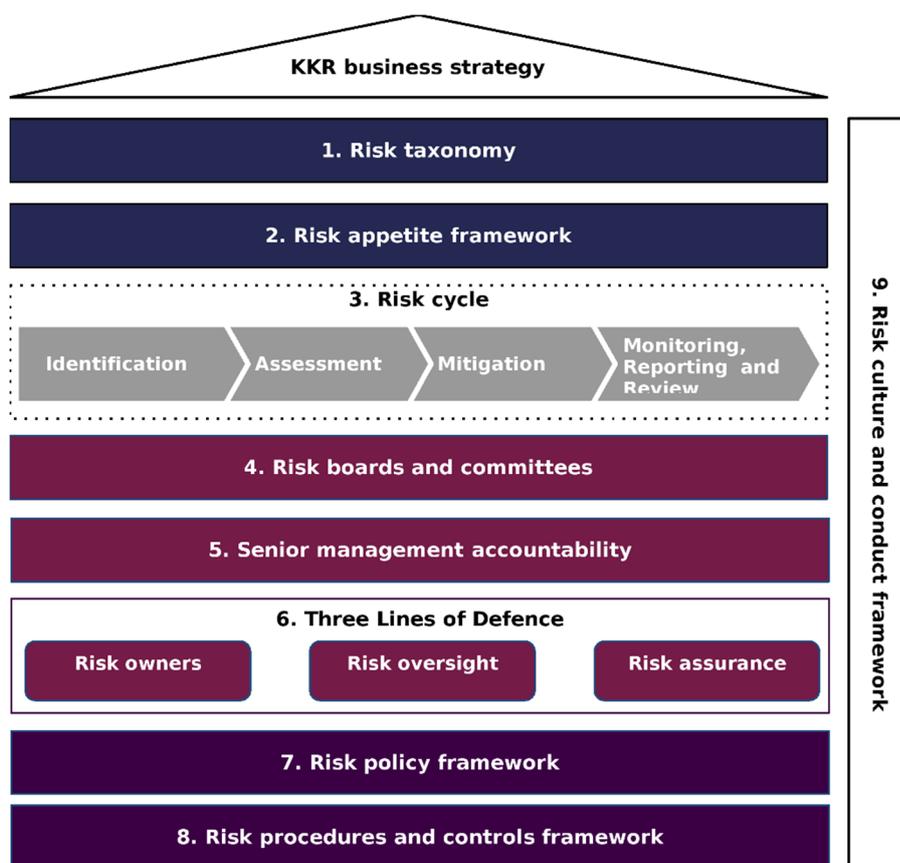
## Risk Management: Objectives and Policies

KCM LLP is committed to transparent and comprehensive risk management in order to maintain capital and liquidity throughout the economic cycle. The ExCo discusses KCM LLP’s business strategy as well as business and operational risks on a regular basis. The ExCo members have significant experience and are conscious of material risks presented by KCM LLP’s business and have sufficient experience to assess, manage and monitor relevant risks in an appropriate manner.

The Risk Officer independently reports to the ExCo on a quarterly basis, including reporting the results of the Risk Appetite Statement measures. The Risk Officer also collaborates with other business support functions relating to KCM LLP through quarterly update calls with business heads as well as annually reviewing and updating the detailed risk registers.

### Risk Management Framework

To help the ExCo discharge their responsibilities and support the management of risk, KCM LLP has established a Risk Management Framework (“RMF”) as illustrated below.



The ExCo approves and updates the business plan and financial projections. This process supports a risk management review of current and emerging risks, including material risks to the business.

The Risk Taxonomy identifies the range of risks which the organisation is exposed to. Risk management lead an annual review of the taxonomy to ensure it continues to provide coverage of all risk exposures.

Material risks are those which the ExCo see as the most significant to the business. Once confirmed, risk management draft supporting risk appetite statements and the corresponding metrics, limits and triggers are approved by the ExCo.

The RMF operates on the basis of an ongoing risk cycle based on the identification, assessment, mitigation and ongoing monitoring and review of risks.

This cycle is supported by the principle that roles and responsibilities for risk management are embedded across the three lines of defence, with certain senior roles carrying additional accountability and the ExCo retaining ultimate responsibility for the RMF.

The first line of defence (Risk owners) is responsible for:

- Identifying and managing all the risks in the activities in which they are engaged.
- Developing appropriate policies, standards and controls to govern their activities.
- Regular self-assessments of risks and controls.
- Escalating risk events and issues as appropriate to the Second line of defence.

The second line of defence (Risk oversight - which is performed by the Risk and Compliance functions) is responsible for:

- Design and maintenance of the risk framework and programs.
- Facilitating risk management activities and providing oversight and challenge.
- Ongoing monitoring of risk exposure and the design and oversight of controls.
- Providing reporting to the relevant stakeholders, committees and governance forums.

Third line of defence: Risk assurance

- Internal Audit is the 'third line of defence', responsible for independently evaluating the adequacy and effectiveness of business processes and controls as well as evaluating the effectiveness of each line of defence.

Key risks are addressed in dedicated policies which describe the risk, set out the methodology for control and identify ownership across the three lines of defence. The operation of procedures and controls are periodically tested to ensure they remain fit for purpose.

KCM LLP's Risk Register identifies and assesses all relevant risks and is maintained by the EMEA Risk Officer.

### **Risk Appetite Framework**

Risk appetite is the level of risk that the business is willing to assume in the conduct of its activities and is the foundation of a best practice risk management approach. KCM LLP maintains a Risk Appetite Statement ("RAS") to manage the specific risks relating to the risk profile of the business.

The RAS includes a risk target (the level below which no action is required), a risk appetite trigger (the level at which escalation occurs to a higher forum, because the risk profile is sufficiently close to the risk appetite limit) and a risk appetite limit (the level of risk that KCM LLP is unwilling to take in pursuit of its strategy). The RAS is reviewed and refined at least annually based on the development of the risk profile of KCM LLP.

This Risk Appetite Framework together with the Risk Register identifies the key risks facing the business from a bottom up approach through one-to-one meetings with each of the business areas including support functions. These risks are then reviewed and challenged by the ExCo who also provide a top-down assessment of risks facing the business and also ensure that this is consistent with KCM LLP's risk management strategy.

The methodology for establishing risk appetite and cascading it to the business is outlined below:

1. Risk function meet with business management to review current and emerging risks
2. Board / ExCo confirm material risks and the Risk function draft supporting RAS
3. RAS cascaded to the business to translate risk appetite into business limits
4. With business support, the Risk function develop risk appetite metrics, limits and triggers
5. Board / EXCo approve metrics, limits and triggers
6. Risk function ongoing monitoring and reporting

## **KCM LLP Global Risk Management Framework**

KCM LLP has an independent risk framework and ICARA process. However, it also benefits from, and its practices are consistent with, the broader risk management framework and oversight of KKR Group.

### **ICARA and Risk Management Effectiveness Assessment**

Upon the ExCo's review of the ICARA process, it believes the ICARA prepared is reflective of the risks KCM LLP faces and suitably (i) analyses how these risks could impact KCM LLP itself, its customers, and (ii) the wider market and how they are managed and mitigated. Furthermore, the ExCo concludes that the risk framework currently in place is suitable for the business and fully supports the objectives of the ICARA process. However, the ExCo are aware of the foundation that the ICARA is built on with regards to continuous improvement and therefore believe it appropriate to highlight the following:

- The ExCo will continue to review the new rules as they become more prevalent to ensure that the document meets the appropriate requirements.
- Given that this is the fourth year that an ICARA has been prepared, the ExCo will continue to pay close attention to any efficiencies and enhancements that may develop over time. One key area is developing a greater focus on the harms that arise within the risk registers themselves.
- Although the ExCo believe that the current risk framework in place is suitable, it will strive to always improve this in any way possible.

KCM LLP's ICARA and RMF are subject to review and challenge as follows:

- As part of the preparation of the ICARA, external consultants in the form of PwC were engaged to provide advice on IFPR, the ICARA and to provide a comprehensive review of the final product. PwC were ultimately engaged to help ensure that this ICARA was prepared in line with the FCA's expectations.
- Freshfields were also engaged to provide legal opinions and specialist advice on a number of different topics arising from the new MIFIDPRU handbook.
- By the CEO, ExCo, Risk, Finance and Compliance functions, providing input and challenging each other as part of the analysis and development process.
- By the ARC who review the ICARA prior to it being submitted to the ExCo.
- By KCM LLP ExCo which is ultimately responsible for review and approval of the ICARA.
- The ExCo meeting discussion of the ICARA is attended by the KCM LLP Risk Officer, Finance Officer, Compliance Officer, KCM LLP Head of Enterprise Risk and a representative of Group Internal Audit.
- The ICARA is ultimately presented to the ExCo for challenge, review and approval

The ExCo will continue to assess the effectiveness of the ICARA and RMF on a periodic bases.

## **Own Funds**

Under IFPR, an investment firm is required to assess how much capital ("Own Funds") it requires to operate a sustainable business by considering the risks faced by the firm in the course of fulfilling its activities throughout the economic cycle.

KCM LLP's Own Funds comprises only of common equity – tier 1 capital, which is fully paid up, and totals £69.9m as at 31 December 2024. The composition of Own Funds, the reconciliation of Own Funds to the audited financial statements and the main features of instruments issued by KCM LLP as at 31 December 2024 is shown in the tables in appendix 2.

### Own Funds Requirements

KCM LLP is required to disclose compliance with the own funds requirements ("OFR") set out in MIFIDPRU 4.3. The OFR is the higher of the K-factor requirement ("KFR"), the permanent minimum requirement ("PMR") and the Fixed Overheads Requirement ("FOR"):

Item		GBP Amount (in thousands)
FOR		2,123
K-factors*	Sum of K-AUM, K-CMH and K-ASA requirement	—
	Sum of K-COH and K-DTF requirement	—
	Sum of K-NPR, K-CMG, K-TCD and K-CON requirement	—
	<b>Total = KFR</b>	—
<b>OFR</b>		<b>2,123</b>

\*- see appendix 1 for a definition of K-factors and their application to KCM LLP

### Approach to assessing the adequacy of own funds

Under MIFIDPRU 7.4.7R, KCM LLP must at all times hold own funds and liquid assets which are adequate, both as to their amount and their quality, to ensure that:

- a. KCM LLP is able to remain financially viable throughout the economic cycle, with the ability to address any material potential harm that may result from its ongoing activities; and
- b. KCM LLP's business can be wound down in an orderly manner, minimising harm to consumers or to other market participants.

This is known as the Overall Financial Adequacy Rule ("OFAR").

KCM LLP assesses compliance with the OFAR through the annual ICARA. This includes assessing additional own funds required to meet the risks of KCM LLP's activities to clients, the market and the firm itself, along with those required to mitigate the risks of harm during a wind-down.

The process is managed by an ICARA working group who complete an assessment of all material risks to KCM LLP leveraging the experience of subject matter experts and utilise the risk framework to assess the risks identified and capital held are comprehensive and proportionate to the nature, scale and complexity of KCM LLP.

### Own Funds Threshold Requirement ("OFTR")

The OFTR requires that an investment firm holds own funds equal to the higher of the following items in order to ensure that KCM LLP is able to remain financially viable throughout the economic cycle and can be wound down in an orderly manner:

- K-factors plus additional own funds to mitigate the risk of harm from on-going operations (e.g. the aggregate of K-factors and additional own funds requirement).
- FOR and additional own funds to mitigate the risk of harm during a wind-down (e.g. the higher of the FOR or total wind-down figure).

KCM LLP has analysed via internal workshops a number of operational loss events based on its key identified material risks to on-going operations. The costs of winding down KCM LLP have also been analysed. Through these tests, KCM LLP is able to assess the amount of capital and liquid resources to maintain on-going operations and wind-down in a manner that results in minimising the risks of harm to consumers or to other market participants.

The analysis was performed with oversight from the ExCo. They included a number of scenarios capturing the risks identified in the KCM LLP risk register, how they're mitigated and how KCM LLP would deal with them should the controls and procedures in place not fully mitigate these risks. The analysis included financial forecasts, stress tests and reverse stress tests utilising a number of variables.

## **Concentration Risk**

Concentration risk is the risk arising from the strength or extent of a firm's relationship with, or direct exposure to, a single client or group of connected clients.

KCM LLP currently holds cash balances at one large top-rated bank and in two Triple A rated liquidity funds. This is considered appropriate given the size of the institutions/funds, the cash and liquidity balances being on same day access/redemptions, and their respective credit ratings. KCM LLP's cash balances are held with these three counterparties' to diversify its banking relationships and further mitigate any potential concentration risk.

## **Liquidity Risk**

Liquidity risk is the risk of having insufficient liquid assets to meet financial obligations when they fall due and is considered as part of the overall annual risk register process of KCM LLP.

KCM LLP holds significant cash balances and expects to meet all of its liquidity requirements through its own cash balances. If cash is required, KCML or KCM US would be the provider of additional cash resources.

## **Remuneration**

This section contains the qualitative and quantitative disclosures required under MIFIDPRU 8.6.

### **Remuneration Objectives**

KCM LLP's principal remuneration objective is to ensure remuneration policies and practices for all staff are in line with the firm's business strategy, objectives, risk appetite, culture and values and long-term interests. KCM LLP offers competitive remuneration and appropriate reward and incentivisation schemes, to attract and retain individuals with suitable qualifications, experience and skills. The ExCo considers it is important that staff be compensated in a manner that motivates them to excel and encourages them to remain with KCM LLP.

Furthermore, the ExCo intends to align the interests of staff with those of the wider KKR Group and its shareholders by encouraging the fostering of relationships amongst colleagues and divisions for sourcing business opportunities, developing and maintaining client and investor relationships, and promoting the success of KKR Group as a whole for the benefit of shareholders and stakeholders.

The ExCo is committed to ensuring remuneration policies are appropriate to the nature, scale and complexity of the risks inherent in the business model and activities of KCM LLP.

KKR Group believes in a culture of meritocracy and fairness. Individual remuneration is not based on the success of specific transactions, investments, commissions, fees, profits or other income generated in connection therewith. Remuneration can be based on (i) the performance of the KKR Group as a whole, (ii) the performance of the business in which an individual works and (iii) the individual's performance and contributions to the management, leadership, culture and values of the KKR Group and (iv) to align the financial interests with those of KKR & Co Inc and its stockholders.

### **Remuneration Framework and Regulatory Compliance**

KCM LLP is subject to the MIFIDPRU Remuneration Code ("the RemCode"). The rules are located in the SYSC Sourcebook of the FCA Handbook. Under SYSC19G, all staff of KCM LLP are subject to the basic requirements the RemCode.

As a non-SNI, KCM LLP's material risk takers ("MRTs") are also subject to the standard requirements of the RemCode. MRTs are members of staff whose professional activities have a material impact on the risk profile of KCM LLP. The ExCo is responsible for reviewing and approving the list of MRTs annually.

KCM LLP framework is documented within KKR Group's European Regulatory Remuneration Policy Statement (RPS"). The purpose of the RPS is to set out the remuneration policies and practices for affiliates of KKR Group which are authorised and regulated in the UK or European Union as investment firms. As such, the RPS applies to all staff of KCM LLP, which includes employees, officers and LLP members.

KCM LLP, in line with the RPS, offers a fixed base salary/drawings to its employees, officers and LLP members and variable remuneration (Bonus/discretionary drawings).

The RPS is reviewed, amended (if necessary) and approved annually by the ExCo in order to:

- Not encourage excessive risk taking;
- Cover all aspects of remuneration within the scope of the RemCode for all staff;
- Be clear and documented;
- Be appropriate and proportionate to the nature, scale and complexity of the risks inherent in the business model;
- Be consistent with and promote sound and effective risk management;
- Be in line with the KKR's business strategy, objectives and interests;
- Include measures to avoid conflicts of interest; encourage responsible business conduct and fair treatment of clients;
- Include measures to avoid conflict of interest; and
- Comply with all applicable regulatory remuneration disclosure and regulatory reporting requirements for the relevant performance period.

### **Oversight of Remuneration**

The remuneration of the KCM LLP ExCo is set and approved by Senior Leadership teams within the KKR Group.

The ExCo directly oversees the remuneration of KCM LLP's senior managers and employees, with input from relevant KKR Global Heads.

Per the FCA requirements, the ExCo is responsible for commissioning, at least annually, a central and independent internal review to assess whether the Remuneration policies and practices implemented comply with the remuneration policies and practices that they have adopted. KKR Internal Audit conducted a central and independent review in Q4 2024.

### **Award Setting**

The KKR Group bonus pool, incentive pools, equity awards and strategic guidelines for their implementation are set by the Senior Leadership Team of KKR Group. The Senior Leadership Team has overall responsibility for administering the global KKR Group schemes, including making the adjustments referred to in further detail below, and ensuring that KKR Group decisions, bonus pools, incentive scheme allocations and equity award plans take into account implications for risk and risk management and the long-term interests of KKR Group's shareholders and stakeholders as a whole.

The ExCo has overall responsibility for KCM LLP's prudential matters, including compliance and risk management, and is therefore suitably positioned to ensure that staff and MRT remuneration decisions are consistent with the RPS, encourage responsible business conduct, avoid conflicts of interest, promote risk awareness and prudent risk taking and do not exceed the firm's level of tolerated risk or financial resources, or impact the maintenance of a sound capital base.

The RemCode doesn't have set thresholds on the ratio of fixed to variable components. The KCM LLP ExCo reviews and approves the ratio each year to ensure that the fixed component represents a sufficiently high proportion of total remuneration to enable the operation of a fully flexible policy on variable remuneration, including the possibility of paying no variable remuneration component. The ratio set for a year reflects the highest amount of variable remuneration that can be awarded in the most positive scenario whilst not affecting KCM LLP's ability to maintain a sound capital base.

In relation to variable cash remuneration, the ExCo ensures:

- The total amount of the variable remuneration is based on a combination of the assessment of the performance of the individual; the business unit concerned; and the overall results of the firm; and
- The assessment of performance is part of a multi-year framework that ensures the assessment is based on longer-term objectives; and

- The payment of performance-based remuneration is spread over a period that takes account of the business cycle of the firm and its business risks; including the investment risks and redemption policy for the relevant funds/AIFs managed as applicable; and
- The allocation of variable remuneration components takes into account all current and future risks; and
- The allocation of variable remuneration is awarded to create alignment and ownership with KKR's strategic objectives.

### Components of Awards

The types of awards to KCM LLP employees and LLP members, together with the categorisation of these awards between fixed and variable and any conditions relating to them are stated below:

Component	Settled In	Vesting Criteria	Market Performance Conditions	Malus and Clawback (to MRTs)
Fixed	Cash	No	No	No
Variable	Cash	No	No	Yes
Variable	Cash	Yes	No	Yes
Variable	Equity	Yes	No	Yes
Variable	Equity	Yes	Yes	Yes
Fixed	Cash/Equity	No	No	No
Fixed	Cash	No	No	No

### Fixed Remuneration

An individual's fixed remuneration is generally defined as their base salary/drawings and other fixed contractual benefits. Remuneration is considered fixed where the following conditions are satisfied and the award and its amounts are based on predetermined criteria, are non-discretionary, reflect the level of professional experience, seniority and organisational responsibility as set out in their particular role description, are transparent with respect to the amount awarded to the individual, are permanent, i.e. maintained over a period tied to the specific role and organisational responsibilities, are non-revocable, the permanent amount is only changed via collective bargaining or following renegotiation in line with national criteria on wage setting, cannot be reduced, suspended or cancelled by the firm, do not provide incentives for risk assumption, and do not depend on performance.

The extent to which an individual's fixed remuneration will be subject to periodic review is set out in the agreement governing their employment or appointment. In general, however, KCM LLP will be under no obligation following a review to award any increase and any increase in fixed remuneration will only be awarded if it is sustainable according to the financial situation of KCM LLP.

In compliance with the RemCode, an individual's fixed remuneration represents a sufficient level of total remuneration to ensure the possibility of paying lower, or no, variable remuneration in any particular year.

### Cash Variable remuneration

An individual's variable remuneration is generally defined as remuneration that is based on performance or in exceptional cases other conditions. Where based on performance the variable remuneration reflects the long-term performance of the staff member as well as performance in excess of the staff member's role description and terms of employment or appointment.

The application of performance adjustments could lead to no variable remuneration to a particular individual in a particular year.

### Equity Awards

The Group's Equity Incentive Plan ("EIP") is administered in the US by the board of directors of KKR & Co Inc. Awards made under the plan are determined and awarded at the sole discretion of the administrator. The key purpose of the EIP is to align the financial interests of KKR's directors, employees, consultants and other service providers (on a global basis) with those of KKR & Co Inc and its stockholders.

Awards made under the EIP are exceptional, voluntary and occasional, and do not create any contractual right to receive future grants.

#### **Guaranteed Awards (non recurring)**

KCM LLP individuals, in limited circumstances, receive guaranteed awards. These make whole awards are discretionary replacement awards, when new joiners lose economics from a previous employer. KCM LLP makes such payments in order to treat new joiners fairly. They are subject to malus and clawback.

#### **Severance Awards**

KCM LLP may be obligated to make payments to staff should their employment contract be terminated. Such payments would reflect performance whilst being employed by the firm and would not reward failure, excessive risk taking or misconduct. When making such payments, account is taken of relevant factors, such as tenure, notice period and their participation in long-term incentive plans and pension schemes, unused annual leave and any incremental costs incurred by the employee as a result of termination.

#### **Adjustments to Variable Cash Remuneration**

The allocation of variable cash remuneration components takes into account all current and future risks. To do this, KCM LLP will determine the level of seniority and responsibility adjustments should apply to, which risk adjustment techniques and measures are most appropriate and consider both financial and non-financial risks.

Ex-ante adjustments are included in determining the initial allocation. This would include consideration of the member of staff's impact on the future business of the firm and the level of risk inherent in their role.

Ex-post adjustments are considered as a method to adjust variable cash remuneration allocated to staff after a reasonable period that has allowed risks to materialise and be measured against the parameters set out in the risk management framework. This would include consideration of the staff member's adherence to KCM LLP's risk management framework and policies, involvement in any operational loss events, breaches of regulations or laws and quality of engagement with third parties (including clients).

Ultimately, in the event that the financial performance of KCM LLP is subdued, the ExCo must ensure the firm's total variable remuneration is appropriately contracted, including through malus or clawback arrangements as explained further below.

#### **MIFIDPRU Material Risk Takers**

KCM LLP has identified seven MRTs on the basis of being at least one of the following:

- A member of the ExCo.
- A member of the senior management for the purposes of the UK Senior Managers Regime.
- Responsible for business units carrying out KCM LLP's activities permitted by the FCA.
- Responsible for activities of a Control Function, the prevention of money laundering and terrorist financing.
- Responsible for managing a material risk and/or have the ability to exercise significant influence on the Partnerships affairs and contribute to maintain various safeguards within the Partnership.
- Responsible for managing information technology, information security, outsourcing of critical or important functions, taking decisions approving or vetoing the introduction of new products and economic analysis.

Subject to regulatory approval, the quantitative criteria do not apply where the firm determines that the staff member, or the category of staff to which they belong, has no material impact on the risk profile of KCM LLP or the assets it manages.

The remuneration of these MRTs is subject to the malus and clawback (explained below) requirements of the RemCode as applied to both remuneration paid in a year and deferred awards.

## Malus and Clawback

The Remuneration Rules require that KCM LLP sets out malus and clawback arrangements in relation to MRTs. These are arrangements that could result in adjustments to remuneration.

The key difference between malus and clawback is whether the award has already been paid or not. For example,

- Malus provisions allow a firm, in certain situations, to reduce or cancel a cash bonus or share award before it has been paid out (or the shares issued or transferred).
- Malus provisions can also be applied to deferred remuneration e.g., to a share award that has been deferred and is not yet vested.
- Clawback provisions allow a firm to recover a bonus or share award, after it has been paid out.

The in-year adjustment, malus and clawback arrangements cover situations where the relevant MRT:

- Participated in or was responsible for conduct such as fraud or severe negligence which resulted in significant financial losses to the firm; and/or
- Failed to meet appropriate standards of fitness and propriety including material instances of misconduct, misbehaviour or material error and any instances resulting in cause. As defined in appendix 1.
- If the Firm or the relevant business unit suffers a material failure of risk management due to actions of the MRT.

Malus may be applied to a MRTs variable remuneration until the award has vested in its entirety.

The minimum malus and clawback period is three years. This allows sufficient time for any potential risks to crystallise. Different periods may be set for different categories of MRTs. The clawback period will span at least the combined length of any Deferral Periods and Retention Periods. Clawback will be applied at the minimum, in cases of fraud or other conduct with intent or severe negligence, which led to financial losses.

## Quantitative Remuneration Disclosures

The table below provides the gross aggregate remuneration awarded to the Partnership's MRTs and other staff broken down by fixed remuneration, variable cash remuneration & equity awards, guaranteed remuneration and severance payments for the year ending 31 December 2024. Included within variable cash remuneration and equity awards, are one-time equity awards (non-recurring), which contain multiple year vesting periods – the value of these award values have not been prorated for vesting periods within the disclosures below.

Disclosure Item (amounts in £ms)	Senior Management and Other		Total
	Material Risk Takers	Other Staff	
<b>Total number of Material Risk Takers</b>	<b>8</b>	<b>—</b>	<b>8</b>
<b>Total amount of remuneration awarded</b>	<b>3.0</b>	<b>5.6</b>	<b>8.6</b>
-fixed remuneration awarded	1.8	2.1	3.8
-variable cash remuneration and equity awards	1.3	3.2	4.5
Total Guaranteed awards (non recurring)	—	—	—
Total severance payments awarded	—	0.3	0.3
Number of MRTs receiving severance payments	—	—	—
Highest MRT severance payment award	n/a	n/a	n/a

Please note that remuneration information relating to Senior Management Function Holders and other Material Risk Takers have been aggregated so as to prevent the identification of any individual/s, in accordance with MIFIDPRU 8.6.8 (7).

## Appendix 1

### K-factors Definitions

The K-factor methodology for calculating own funds requirements is described in chapter 4 of the MIFIDPRU sourcebook. The application of each K-factor to an investment firm is determined by its regulatory permissions. The table below shows the definition of each K-factor and if they applied to KCM LLP in the reporting period:

<b>K-factor</b>	<b>Definition</b>	<b>Applicable to KCM LLP</b>
K-AUM	Assets Under Management	Not applicable
K-COH	Client Orders Handled	Not applicable
K-ASA	Assets Safeguarded and Administered	Not applicable
K-CMH	Client Money Handled	Not applicable
K-NPR	Net Position Risk	Not applicable
K-CMG	Clearing Margin Given	Not applicable
K-TCD	Trading Counterparty Default	Not applicable
K-DTF	Daily Trading Flow	Not applicable
K-CON	Concentration Risk	Not applicable

## Appendix 2

Table 1: 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	<b>OWN FUNDS</b>	<b>69,902</b>	
2	<b>TIER 1 CAPITAL</b>	<b>69,902</b>	
3	<b>COMMON EQUITY TIER 1 CAPITAL</b>	<b>69,902</b>	
4	Fully paid up capital instruments	69,902	Members' capital classified as equity
5	Share premium		
6	Retained earnings		
7	Accumulated other comprehensive income		
8	Other reserves		
9	Adjustments to CET1 due to prudential filters		
10	Other funds		
11	(-)TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1		
19	CET1: Other capital elements, deductions and adjustments		
20	<b>ADDITIONAL TIER 1 CAPITAL</b>		
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	<b>TIER 2 CAPITAL</b>		
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		

**Table 2: Reconciliation of own funds to balance sheet in the audited financial statements**

	Item	Amount in audited financial statements	Cross-reference to Own Funds Table
		31/12/2024	
<b>Assets</b>			
	Fixed assets	—	n/a
	Cash and cash equivalents	221,656	n/a
	Debtors	15,811	n/a
	<b>Total assets</b>	<b>237,467</b>	n/a
<b>Liabilities</b>			
	Creditors: falling due within one year	874	n/a
	Creditors: amounts falling due after one year	—	n/a
	Partners current accounts	166,691	n/a
	<b>Total liabilities</b>	<b>167,565</b>	n/a
<b>Shareholders equity</b>			
	Members' capital classified as equity	69,902	Item 4

**Table 3 - Own Funds: main features of own instruments issued by the Firm**

Instrument type	Capital from designated members
Designated members	KKR Capital Markets Limited
Amount recognised in regulatory capital (GBP000s)	69,902
Rights of capital from designated members	Ranks pari passu with unsecured creditors and loans
Accounting classification	Equity
Original date of issuance	30 August 2019
Perpetual or dated	Perpetual