

PGIM PRIVATE CAPITAL LIMITED

MIFIDPRU 8 DISCLOSURE

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1 MIFIDPRU Disclosure

The Investment Firm Prudential Regime (“IFPR”) is the Financial Conduct Authority’s (“FCA”) prudential regime for MiFID investment firms. As an FCA regulated firm, PGIM Private Capital Limited (“PPC” or the “Firm”) is subject to IFPR and the corresponding prudential standards set out under the FCA’s Prudential Sourcebook for MiFID Investment Firms (“MIFIDPRU”). PPC is classified as a “Non-SNI MIFIDPRU investment firm” and this disclosure is made in accordance with the requirements under MIFIDPRU 8.

The MIFIDPRU 8 disclosure aims to instil market discipline on investment firms that come under IFPR by requiring disclosure of information to key stakeholders and counterparties. The disclosure seeks to describe the Firm’s own funds (financial strength), behaviour (investment policy) and culture (risk management, governance, and remuneration).

This disclosure is required to be made by PPC at least annually, and all information contained is as of 31 December 2025 (unless stated otherwise), which represents the date of PPC’s most recent financial accounting year-end. This disclosure will be published more frequently than annually should any significant change to the relevant characteristics of the business require more frequent disclosure.

This disclosure is published on PGIM’s website (<https://www.pgim.com/terms-use/uk-regulatory-disclosures>), in the section titled ‘UK Regulatory Disclosures’.

The information set out in this disclosure is not subject to audit and should not be relied upon in making financial decisions.

The minimum capital requirements for PPC as of 31 December 2025 have been prepared in accordance with the MIFIDPRU rules within the FCA’s Handbook. PPC has sufficient capital and liquidity resources in relation to its regulatory capital and liquidity requirements.

2 PGIM

2.1 PGIM and ownership structure

PGIM (“**PGIM**”) is the global asset management business of Prudential Financial, Inc.*, (“**PFI**”), a publicly-listed company (NYSE Ticker: PRU) headquartered in the State of New Jersey, U.S.A. PGIM is headquartered in Newark, New Jersey, U.S.A. and operates in the United States through PGIM, Inc. (“**PGIM, Inc.**”), a registered investment adviser with the United States’ Securities and Exchange Commission (“**SEC**”). PGIM provides investment management and advisory services to institutional investors across public and private markets through its various global affiliates and businesses.

PPC is a UK based company and forms part of PGIM’s UK and EU operations. PPC is a wholly owned subsidiary of **PGIM, Inc.**, a wholly owned indirect subsidiary of Prudential Financial, Inc.* PGIM, Inc. owns a range of regulated and unregulated subsidiaries located in the UK and the EU.

PPC is authorised and regulated by the Financial Conduct Authority (“**FCA**”)

* Prudential Financial, Inc. of the United States is not affiliated in any manner with Prudential plc, incorporated in the United Kingdom or with Prudential Assurance Company, a subsidiary of M&G plc, incorporated in the United Kingdom.

2.2 PPC’s Business Activities

PGIM Private Capital Limited is a specialist private credit and private placement investment manager. PPC originates, evaluates and executes investment opportunities on behalf of institutional investors, including affiliated PGIM investment vehicles and third-party clients. PPC also provides ongoing portfolio management, monitoring and related investment advisory services in respect of investments held by those clients.

PPC's activities are focused on sourcing investment opportunities, conducting due diligence, making investment recommendations, managing client portfolios and monitoring portfolio performance throughout the investment lifecycle. Revenue is primarily generated through investment management and advisory fees.

PPC does not accept deposits, provide banking services or hold client money. The Firm does not provide custody services and does not safeguard or administer client assets. PPC does not undertake proprietary trading and does not trade on its own account using its own balance sheet. Investment decisions are made on behalf of clients within agreed mandates and investment guidelines.

PPC operates as part of the global PGIM Private Capital platform, leveraging investment, operational and risk management resources across the wider PGIM group while maintaining its own governance and regulatory responsibilities as an FCA-authorised MiFID investment firm.

3 Changes in Legal Entity and Prudential Structure

PGIM Financial Limited (“PFL”) previously acted as the intermediate UK holding company for PPC and certain other UK regulated entities. On 1 January 2026 direct ownership of PPC transferred to PGIM, Inc. This change removed the former PFL-led UK prudential consolidation structure and required the Firm’s prudential disclosures and governance narrative to be recast on a standalone legal entity basis.

Area	Previous position	Current disclosure position
Immediate parent	PGIM Financial Limited	PGIM, Inc.
Ultimate parent	Prudential Financial, Inc.	Prudential Financial, Inc.
Prudential group presentation	Former PFL-led UK consolidation framing	Individual PPC basis; no UK prudential consolidation group
ICARA approval	PFL and each UK regulated entity respective Board’s including PPC	Each UK regulated entity Board including PPC
Supporting forum	ICARA Committee	ICARA Working Group

4 Risk Management – Objectives and Policies

4.1 MIFIDPRU 8.2.1 Disclosure Requirements

In accordance with MIFIDPRU 8.2.1, PGIM Private Capital Limited ("**PPC**") is required to disclose its risk management objectives and policies for the categories of risk addressed by:

- (1) MIFIDPRU 4 (Own funds requirements);
- (2) MIFIDPRU 5 (Concentration risk); and
- (3) MIFIDPRU 6 (Liquidity)

4.2 Board Statement on Risk Management

In accordance with MIFIDPRU 8.2.2(1), the following statement has been approved by the Board of PGIM Private Capital Limited ("**PPC**" or the "**Firm**").

The Board is responsible for determining the Firm's business strategy, risk appetite and risk management framework. The Board regularly considers risks arising from the Firm's activities, including the potential for harm to clients, markets and the Firm, to ensure that strategic decisions are made with appropriate regard to risk and long-term sustainability.

The Board is supported by the Operational and Regulatory Risk Committee (the "**Risk Committee**"), which oversees the effectiveness of the Firm's risk management arrangements and reviews the Firm's risk profile, risk appetite, risk management framework and associated policies. The Risk Committee provides oversight and challenge to ensure that material risks are appropriately identified, assessed, monitored and managed. The Board is also supported by the ICARA Working Group ("**IWG**"), which assists in the assessment of the adequacy of the Firm's capital and liquidity resources and supports the annual ICARA review process.

The Firm has governance and internal control arrangements in place that are designed to identify, assess, manage, monitor and report risks arising from its business activities. The risk management framework is a key component of the Firm's Internal Capital and Risk Assessment ("**ICARA**") process. The ICARA sets out the Firm's assessment of material harms and risks arising from its business activities and the measures implemented to mitigate those risks. It also assesses the level of capital and liquid assets required to support the ongoing viability of the Firm and to enable an orderly wind-down, taking into account the nature, scale and complexity of the Firm's activities.

PPC maintains governance, risk management and internal control arrangements that are proportionate to the nature, scale and complexity of its activities. These arrangements support the identification, assessment, monitoring and mitigation of material risks, including operational, regulatory, conduct, financial and strategic risks. The results of these assessments are reflected in the Firm's ICARA and are used by the Board in determining whether the Firm maintains adequate capital and liquidity resources.

4.3 Risk Management Framework

PPC applies a three-lines model with clear ownership, oversight and assurance responsibilities:

- First line: business and functional management own risks and are responsible for the design and operation of controls.
- Second line: Risk and Compliance provide independent oversight, advice, challenge, monitoring and reporting.

Third line: Internal Audit provides independent assurance over governance, risk management and control. External Audit provides assurance over the financial statements and related matters within its remit.

4.4 Risk appetite and ICARA

The risk appetite framework translates the Firm's strategy into defined tolerances and supports regular monitoring through qualitative statements, key risk indicators and escalation thresholds. The ICARA identifies material risks and harms, assesses the adequacy of controls, evaluates severe but plausible scenarios and determines the financial resources required to satisfy the Overall Financial Adequacy Rule (OFAR).

The ICARA is refreshed at least annually and when a material change in the business model, risk profile, legal structure or external environment could affect the Firm's financial adequacy.

4.5 Material Risks

PPC is principally exposed to credit, operational, business and market risk. To adequately analyse its overall risk profile, risk of harm assessments are made for all principal risks. Harm to client, harm to market and harm to the business are assessed for each risk. Control effectiveness is assessed, and residual assessments are derived representing the residual risk of harm to client, market, and the business.

Summary of key risks assessed through PGIM's ICARA process	
Credit Risk	Credit risk refers to the potential financial losses the firm may face due to the potential default of banks holding our cash deposits and / or clients defaulting on their payments.
Operational Risk	Operational risk arises from the failure of people, processes, technology or external causes. The Risk Framework and risk processes embedded within the business enable the identification, assessment, monitoring and reporting of potential or actual risk exposures. Operational risks are identified through processes and controls established within the business. The approach can be described as "Top-down" with the identification of Key Risk Scenarios and validated "Bottom-up" with the Business Units and their supplementing risk registers.
Business / Strategic Risk	The risk of adverse change in the performance of the business against strategy resulting from external factors e.g. changes to the competitive landscape or a failure to implement strategy. Business / Strategic risks are subject to stress testing whereby factors and variables are applied that will stress the financial revenue, costs and profitability of the business. Generally, these business stresses will be a negative impact / reduction of Assets Under Management ("AUM") that will have direct impact to revenue, e.g. Loss of key client / client concentration risk, or a market downturn. PPC is resilient, diversified and insulated from many short-term market risks. It has a highly regulated SEC listed parent on which it can call for additional cash or capital as well as strong, well-positioned immediate U.S.A. parent, PGIM, Inc. Its Business Units are highly integrated with their parent businesses and can benefit from the increased support and oversight that scale brings. However, business strategy or strains to business fundamentals can drive business risks. The business is predicated on providing investment services with differentiated returns to a large range of clients. Revenues are driven by the valuation of AUM and sustained positive investment outperformance. Business risks of note include: ▪ Group Risk: Revenue streams operate through a cost plus mechanism. A material reduction or removal of these revenue streams from the US parent would have a significant impact; ▪ Contagion Risk: This would be a significant unforeseen event originating from subsidiaries or group entities that results in a contagion effect to the reputation and operations of PPC; Contagion Risk / Group Risk is considered a potential wind-down scenario. Stress test results inform the internal monitoring thresholds for levels of own funds and liquid assets.
Market Risk	Market risk represents the risk that a significant market downturn will impact PPC's revenue and non-GBP cash balances. PPC has a low appetite to take market risk on its balance sheet. PPC does not undertake trading on its own account and, as a result, for PPC, market risk is mainly the risk associated with the loss resulting from fluctuations in the market value of net FX positions attributable to changes in FX rates. PPC is exposed to FX risk on all income, expenditure and transfer pricing (both income and expenditure) that arises in currencies other than the Pound Sterling ('GBP'). FX hedging processes are in place to reduce FX risk exposure. Market downturn and FX stress scenarios and stress tests are performed to inform the determination of OFTR and LATR and also additional internal own funds and liquid assets thresholds to mitigate these risks.

Proprietary Concentration Risk	Concentration risk is the risk arising from the strength or extent of a firm's relationships with, or direct exposure to, a single client or group of connected clients. Stress tests are performed on the loss of 'Assets Under Management' ("AUM") that demonstrate the resilience of PPC to large AUM losses. PPC's largest client is the parent company PGIM Inc. The withdrawal of support by the parent company is modelled as the trigger scenario for the firm's orderly wind-down scenario. Adequate capital and liquid assets are held at all times to wind down the Firm. Surpluses of capital and liquid assets are determined by the board that are monitored. Should the level of own funds or liquid assets go below the internal monitoring thresholds, recovery plans are in place to restore a viable position. Should these plans be ineffective, the Board would consider triggering an orderly wind down of the firm.
Proprietary Liquidity Risk	Liquidity risk for PPC relates to the potential of not having sufficient liquid assets to meet its financial obligations and day to day operating expenses or to wind down the Firm in an orderly manner. As part of the ICARA process, the Board of PPC determines the liquidity risk appetite for the business. The type of assets that can be held by the business are set out and used to calculate available liquid assets. The levels of suitable liquid assets are monitored against regulatory requirements, the 'Basic Liquid Asset Requirement' ("BLAR") and the 'Liquid Asset Threshold Requirement' ("LATR"). In addition to regulatory requirements, the board sets additional internal levels of liquid assets that should be held in excess of the regulatory requirement. The additional monitoring thresholds are informed by stress tests that are performed as part of the annual ICARA process. As set out in the Liquidity Policy, liquid resources are monitored against the LATR on an on-going basis as follows: • Weekly bank reconciliations • Bi-weekly cash flow meetings where cash is forecast forward over a 12-month period and explicitly measured against the internal liquidity threshold • Monthly monitoring of liquid assets against the liquid asset threshold requirement • Quarterly monitoring and reporting of liquid assets against the liquid asset threshold requirement to the Regulator • Quarterly Key Risk Indicator monitoring with reporting to the board • Annual review of the Liquid Asset Threshold Requirement as part of the ICARA process • Ad hoc monitoring as part of the approval process for significant transactions

5 Governance Arrangements

5.1 Board Accountability

Ultimate responsibility for the preparation, review and approval of PPC's ICARA and this MIFIDPRU 8 disclosure rests with the PPC Board. The Board reviews and challenges the Firm's business model, material risks, risk appetite, own funds, liquid assets, threshold requirements, stress testing, recovery options and wind-down analysis.

5.2 Corporate Governance

PPC is managed by its Board, which is responsible for the Firm's long-term success. The Board defines, oversees and is accountable for the implementation of governance arrangements to ensure the effective and prudent management of the Firm. PPC's Board terms of reference provide that the Board:

- i. has overall and collective responsibility for the Firm;
- ii. sets, approves and oversees implementation of the Firm's strategic objectives, risk strategy and internal governance;
- iii. ensures the integrity of the Firm's accounting and financial reporting systems, including financial and operational controls and compliance with the regulatory system;
- iv. oversees the process of disclosure and communications;
- v. has responsibility for providing effective oversight of senior management;
- vi. monitors and periodically assesses:
 - a. the adequacy and the implementation of the firm's strategic objectives in the provision of investment services and/or activities and ancillary services;
 - b. the effectiveness of the firm's governance arrangements;
 - c. the adequacy of the policies relating to the provision of services to clients;
- vii. takes appropriate steps to address any deficiencies; and
- viii. has adequate access to information and documents which are needed to oversee and monitor management decision-making.

The members of the Board are required to have appropriate knowledge, experience and leadership qualities to operate the business effectively and sufficient resources to oversee the activities conducted by the Firm. The directors are required to act in accordance with the best interests of the Firm and the business connected with it. Quarterly board meetings are in place for PPC to oversee significant matters and provide a regular forum for discussion and challenge on the decision-making process.

PPC can leverage and benefit from the resources of its affiliated companies. PPC operates in accordance with the same core values as its ultimate parent company, PFI which are: being worthy of trust; being customer focused; having respect for each other and becoming the unrivalled industry leader by achieving superior results for customers, shareholders and communities and adhering to PFI's code of conduct entitled "Making the Right Choices". The Board is responsible for the implementation and control of both the enterprise-wide principles and policies, as laid out by PFI.

The Firm is assisted by several committees, councils or groups which are established at PGIM such as the ICARA Working Group that assists the Board in setting group objectives in line with the PGIM's strategy.

ICARA Working Group (“IWG”) - The ICARA Working Group coordinates the annual ICARA cycle across PGIM’s UK regulated entities. It supports consistent methodology, assumptions, scenario design, regulatory interpretation and timetable management, and considers whether changes in risk profile require an out-of-cycle update. The Working Group is a coordinating and challenge forum and does not approve PPC’s ICARA or this disclosure.

PPC is able to leverage and benefit from the resources of its affiliated companies including PGIM, Inc. PPC operates in accordance with the same core values as its ultimate parent company, PFI which are: being worthy of trust; being customer focused; having respect for each other and becoming the unrivalled industry leader by achieving superior results for customers, shareholders and communities and adhering to PFI’s code of conduct entitled "Making the Right Choices". The Board is responsible for the implementation and control of both the enterprise-wide principles and policies, as laid out by PFI.

ICARA Process - The Firm’s ICARA Process includes the following:

- a detailed review of the Firm’s history and current and projected financial position, including the construction of a financial forecast model for the next 5 years in respect of the Firm’s business;
- a review of the risks that face the business and the identification of measures which are being or could be put in place to mitigate these risks. Particular attention is paid to assessing whether increasing the levels of capital or liquid assets held by the Firm would provide substantive additional protection against these risks;
- a review of the medium-term plans and strategy of the business and the impact this may have (if any) on the risk profile and financial projections of the business;
- analysis of several extreme but plausible scenarios that the business could face, and their financial impact modelled to consider how the Firm’s business (including its own funds and liquid assets) would be affected; and
- documentation of the above (via the ICARA document).

5.3 Governing Body Membership

Membership of the Management Committee of PPC is detailed in the following table, and in accordance with MIFIDPRU 8.3.1(2), sets out the number of directorships (executive and non-executive) held by each Director:

Name	Title	Number of Directorships <i>(exec and non-exec)</i>
Donald Campbell	Managing Director, PGIM Private Capital	6
Edward Jolly	Managing Director, PGIM Private Capital	4
Tolgar Sirvanci	Managing Director, PGIM Private Capital	0
Jo Brown	European Finance Director	0

The Directors do not hold at the same time more than one of the following combinations of directorship in any organisation which does not pursue predominantly commercial objectives and/or within the same group or within an undertaking (including a non-financial sector entity) in which the Firm holds a qualifying holding (as defined by the FCA):

- (a) one executive directorship with two non-executive directorships; and
- (b) four non-executive directorships. (MIFIDPRU 8.3.1R (3)).

5.4 Board Diversity Policy

In accordance with the requirements under MIFIDPRU 8.3.1R (4), the following sets out a summary of the policy promoting diversity on the Board.

PPC appreciates the importance of diversity at Board level and recognises the benefits of a balanced Board which makes good use of differences in social and ethnic backgrounds as well as race, gender and skills. PPC's Board Diversity Policy aims to ensure that the Board is engaged and committed to having a broad set of qualities and competencies with a variety of views and experiences which facilitates independent opinions/perspectives and sound decision-making within the Board. The Board is tasked with ensuring that it considers, amongst other things, diversity when making recommendations of new members to the Board.

5.5 Segregation of Duties and Prevention of Conflicts of Interest

The segregation of duties and prevention of conflicts of interest described below are all designed to ensure, amongst other things, that PPC meets its regulatory obligations and the wider objectives of conducting its business with integrity, due skill, care and diligence. These governance arrangements and other measures implemented by the Firm ensure the promotion of the integrity of the market and the interests of clients.

Segregation of Duties

As described at Section 4.3, the risk management framework is based on a "Three Lines of Defence" model. Business leadership (the First Line of Defence) is responsible for the day-to-day management, operation and execution of risks and controls within their respective area of management. Risk management and compliance teams perform separate but complementary roles within the Second Line to identify, measure, track and escalate areas of risk.

The Compliance Department operates to independently provide guidance and assess, monitor and test the design and operational effectiveness of PPC's first-line controls required to appropriately support risk-based oversight of business growth that meets the firm's values and regulatory requirements.

The scope of the Compliance Program includes the following risks:

- Market conduct requirements in the design and sale of products and services;
- Privacy requirements in managing consumer and employee data;
- Financial crime requirements regarding money laundering, economic sanctions, and anti-bribery and corruption;
- Institutional and personal conflicts of interest;
- Investment guideline and management regulations;
- Material non-public information and information barriers; and
- Ethical conduct consistent with our values

The Compliance Department primarily reports along functional lines globally through to the Chief Ethics and Compliance Officer (CECO) who oversees the Compliance Program and the adequacy of resources devoted to it across Business Units and firm-wide. Notwithstanding, and consistent with regulatory guidance that a firm's governing body should be knowledgeable about the content and operation of the Compliance Program, regular Compliance reports are provided to the PPC Board.

Prevention of Conflicts of Interest

PPC strives to identify potential risks, including conflicts of interest, that are inherent in its business and conducts annual conflict of interest reviews. PPC seeks to address conflicts through one or more of the following: elimination of the conflict; disclosure of the conflict; or management of the conflict through the adoption of appropriate policies, procedures or other mitigants.

PPC has adopted a Conflicts of Interest Policy which sets out the framework and organisational controls applied by PPC for the identification, recording, monitoring and effective management/prevention of conflicts of interests. The Conflicts of Interest Policy applies to the directors and senior management of PPC and to all other individuals who are employed by or seconded to PPC (whether on a full or part-time basis) or who are otherwise authorised to act on behalf of PPC in the conduct of its business.

PPC's Compliance Department maintains a conflicts register setting out the actual and potential conflicts. The Board reviews and approves the Conflicts of Interest Policy on an annual basis to ensure the Board has appropriate governance and oversight of (a) the actual and potential conflicts; and (b) the effectiveness of the mitigating controls and processes to manage the said conflicts.

6 Own Funds

6.1 MIFIDPRU 8.4.1 R disclosure requirements

The Firm is required to disclose the following under MIFIDPRU 8.4.1 R:

- a) a reconciliation of common equity tier 1 items, additional tier 1 items, tier 2 items, and the applicable filters and deductions applied in order to calculate the own funds of the Firm.
- b) a reconciliation of (a) with the capital in the balance sheet in the audited financial statements of the Firm; and
- c) a description of the main features of the common equity tier 1 instruments, additional tier 1 instruments and tier 2 instruments issued by the firm.

The reconciliations and description are shown in the tables below.

The Firm's own funds are calculated in accordance with MIFIDPRU 3 and comprise common equity tier 1 ("CET1") items.

6.2 Common equity tier 1

The Firm's CET1 comprises share capital and retained earnings.

As at 31 December 2025, the Firm's called-up share capital comprised 8,500,000 allotted, called-up and fully paid ordinary shares of £1.00 each, all of which were held by its then immediate parent, PGIM Financial Limited ("PFL"). On 1 January 2026, ownership transferred to PGIM, Inc. as part of PGIM's legal entity simplification programme. PFL subsequently entered liquidation on 31 March 2026.

Profits included in retained earnings are included in CET1 once verified by an independent auditor. Losses are included as and when incurred.

6.3 Deductions from CET1

There were CET1 deductions for the Firm which relate to share-based payments and deferred tax assets.

6.4 Tier 2

There is no Tier 2 capital

6.5 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	13,272	
2	TIER 1 CAPITAL	13,272	
3	COMMON EQUITY TIER 1 CAPITAL	13,272	
4	Fully paid up capital instruments*	8,500	17
5	Share premium	-	
6	Retained earnings	4,947	
7	Accumulated other comprehensive income	-	
8	Other reserves	14	18
9	Adjustments to CET1 due to prudential filters	-	
10	Other funds	-	
11	(-) TOTAL DEDUCTIONS FROM COMMON EQUITY TIER 1	(188)	
19	CET1: Other capital elements, deductions and adjustments	-	
20	ADDITIONAL TIER 1 CAPITAL	-	
21	Fully paid up, directly issued capital instruments	-	
22	Share premium	-	
23	(-) TOTAL DEDUCTIONS FROM ADDITIONAL TIER 1	-	
24	Additional Tier1: Other capital elements, deductions and adjustments	-	
25	TIER 2 CAPITAL	-	
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	-	

6.6 Reconciliation of regulatory own funds to balance sheet in the audited financial statements

Item		Balance sheet as in published/audited financial statements Amount (GBP thousands)	Cross-reference to template OF1
	Assets - Breakdown by asset classes according to the balance sheet in the audited financial statements		
1	Property, plant and equipment	1,810	
2	Right-of-use assets	4,209	
3	Trade and other receivables	6,397	
4	Income tax receivable	-	
5	Cash and cash equivalent	23,072	
6	Total Assets	35,488	
	Liabilities - Breakdown by liability classes according to the balance sheet in the audited financial statements		
1	Trade and other payables	17,579	
2	Income tax liability	21	
3	Lease liabilities - current	427	
4	Lease liabilities – non-current	3,923	
5	Provisions – non-current	47	
6	Deferred tax liabilities – non-current	30	
76	Total liabilities	22,027	
	Shareholders' Equity		
1	Called up share capital	8,500	4
2	Capital contribution reserve	14	8
3	Profit and loss account	4,947	6
4	Total Shareholders' equity	13,461	

6.7 Main features of own instruments issued by the Firm

Instrument type:	Ordinary shares
Placement type:	Private
Amount recognised in regulatory capital (GBP thousands):	8,500
Nominal amount of instrument:	£1 each
Issue price:	£1 each
Accounting classification:	Called up share capital
Original date of issuance	30/05/1991
Perpetual or dated	Perpetual

6.8 Overall financial adequacy rule (OFAR) compliance

As a minimum to comply with the OFAR, PPC must meet its own funds requirement (“OFR”) and its basic liquid assets requirement (“BLAR”).

Under MIFIDPRU 4.3, PPC is required to maintain at all times own funds that are at least equal to its OFR, which is calculated as the highest of:

- The permanent minimum capital requirement (“PMR”) (set out in MIFIDPRU 4.4);
- The fixed overheads requirement (“FOR”) (set out in MIFIDPRU 4.5);
- The k-factor requirement (“KFR”) (set out in MIFIDPRU 4.5).

Own funds requirement		Amount (GBP thousands)
1	PMR	75
2	FOR	2,824
3	KFR (sum of (a), (b) and (c))	591
	a) sum K-AUM, K-CMH and K-ASA	591
	b) sum K-DFT and K-COH	-
	c) sum K-NPR, K-CMG, K-TCD and K-CON	-
	Own funds requirement (higher of 1, 2 and 3)	2,824

The Firm's PMR is determined by its regulatory permission profile which is based on the activities it undertakes.

The Firm's FOR is calculated as one quarter of the previous year fixed expenses based on the most recent audited financial statements.

If there is a material change to projected relevant expenditure during the year this revised FOR is applied.

Under the IFPR regime investment firms are required to use quantitative indicators (K-factors) to reflect the potential harm that it can cause to its clients, the markets in which it operates and to itself.

All K-factors may not necessarily apply to any one firm as they are specific to its business activity.

The KFR relevant to the Firm is K-AUM. The remaining K-Factors are not applicable.

In addition, PPC is required to perform an internal assessment through the ICARA to establish if additional own funds and liquid assets are required to support its ongoing operations and/or an orderly wind-down, as prescribed by MIFIDPRU 7. This assessment determines PPC's own funds threshold requirement ("OFTR") and liquid assets threshold requirement ("LATR"). The assessment of own funds and liquid assets against OFTR and LATR, respectively, ensures compliance with the OFAR.

PPC maintains own funds and liquid assets which are adequate, both in amount and quality, to ensure it remains financially viable.

The Firm also states and monitors additional internal thresholds over and above the OFTR and the LATR. These additional internal thresholds are determined using a number of stress tests performed on a range of key business and market risks. Any triggers or breaches would be immediately escalated in line with the internal escalation framework.

7 Remuneration Policy and Practices

PPC is subject to the FCA's MIFIDPRU Remuneration Code set out in SYSC 19G as a non-SNI MIFIDPRU investment firm subject to the standard remuneration requirements.

7.1 Remuneration Policy

The PGIM UK Remuneration Policy applies to all staff providing services to PPC and has been designed to account for the following guiding principles:

Principle	Commentary
Service	The firm rewards staff for the value they provide and the impact they have on its clients and its businesses, whilst reflecting the accountability the firm has to its clients.
Expertise	The firm's success is dependent on the expertise and skillsets of its employees. The design of compensation programmes are flexible and segmented to respond to the unique talent profiles and expertise of employees.
Integrity	The Remuneration Policy is designed to drive behaviours that focus on both realising the firm's business strategy and the way in which it is achieved.
Aligned with business strategy	The design and delivery of the Remuneration Policy aligns with the short- and long-term business strategy, objectives, values and interests of the firm, the accounts/funds it manages and the services it provides.
Performance oriented and client centric	The firm's compensation programmes provide distinct recognition and differentiated rewards to its highest performers who consistently achieve superior results. The compensation programmes are results-focused, differentiated, and driven by individual, team and firm-wide performance. To support a pay-for-performance orientation, a portion of total compensation for most staff is variable and performance-based. The firm will generally reduce/contract its total variable remuneration where the financial performance of the firm or PGIM Group is subdued or negative.
Market competitive	The firm's compensation programmes are designed to be market competitive, enabling it to attract and retain talent needed to deliver on the firm's strategy.
Risk balanced	Risk mitigation is an essential part of the firm's culture, and compensation programmes. Processes and governance are designed to discourage imprudent risk-taking and appropriately consider risk factors in reward decisions. The input of the firm's Risk Management, Legal, Compliance and Finance functions were sought in developing the Remuneration Policy. Policies and procedures have been adopted to mitigate any potential conflicts that may arise between staff members and the firm, staff members and the funds or other accounts the firm manages and between one fund/account and another.
Aligned with regulatory expectation	The Remuneration Policy is designed to comply with applicable regulations governing remuneration and does not facilitate the avoidance of the requirements contained within those regulations.

7.2 Assessing performance

PPC's performance management and annual appraisal process provides a direct link between performance assessment and remuneration outcomes. In assessing performance of the individual, several factors based on both quantitative and qualitative criteria are considered which are specific to the individual's role, including:

- complying with standards of good conduct,
- acting with integrity and in the best interests of clients,
- annual agreed performance objectives set during an appraisal.

In addition, and where relevant, the following factors may also be included: growth of assets under management, Business Unit and fund investment performance, development of business opportunities, meeting of certain environmental, social and governance targets and competency-based factors that are identified in the individual's annual appraisal. Some of these factors will consider adjustments for current and potential risks as well as the cost and quantity of the capital and liquidity required. Serious compliance concerns are also considered when assessing performance.

7.3 Providing reward

PPC pays both fixed and variable remuneration to staff. The fixed remuneration paid principally consists of salary which reflects the individual's relevant professional experience and organisational responsibility, and benefits which are aligned to the local market.

PPC aligns employee interests to those of its clients and shareholders via its variable remuneration structures, principally the annual bonus. PPC ensures that the factors to be used in setting bonuses are risk adjusted and take into consideration the business and fund strategy, objectives, values and long-term interests of the firm.

In addition, eligible staff may be rewarded through long-term incentive plans which align compensation with the performance realised and interests of investors in the funds or accounts they manage, or via share awards to align compensation with that of the broader PRU group and its shareholders.

Certain employees may further participate in carried interest and co-investment arrangements which seek to align their interests with those of external investors. In the case of carried interest arrangements, employees would share in the carried interest earned from a fund/product, which is typically calculated as a share of the investment returns once and to the extent that a performance hurdle has been exceeded.

7.4 Performance and risk adjustment

PPC ensures that any measurement of performance used as a basis to calculate pools of variable remuneration considers all relevant types of current and future risks, as well as the cost of capital and liquidity that is required in accordance with the ICARA process. The allocation of variable remuneration components within the group considers all types of current and future risks.

In certain circumstances, PPC has the right to apply in-year adjustments, malus or clawback from a current (or ex-) employee. Malus or clawback will be applied in at least the following circumstances:

- If an employee failed to act in accordance with appropriate standards of fitness and propriety; or

- If an employee participated in or was responsible for conduct which resulted in significant losses to the PPC.

In addition, malus will be applied when, as a minimum:

- There is reasonable evidence of employee misbehaviour or material error;
- PPC suffers a material downturn in its financial performance; or
- PPC suffers a material failure of risk management.

Clawback will be applied in cases of fraud or other conduct with intent or severe negligence which led to significant losses.

7.5 Guaranteed reward, severance and retention payments

PPC can provide a guaranteed variable remuneration award in order to attract someone it considers to be important to the business and to be able to compete for talent. This will only be granted in the first full year of service and if PPC has sound regulatory capital.

Severance pay is at PPC's absolute discretion. Any payments related to early termination of contracts will reflect performance achieved over time and will be designed in a way which does not reward failure.

Retention awards may be considered in exceptional circumstances, and where it is consistent with the Firm's remuneration policy to promote sound and effective risk management and does not encourage behaviour that may be detrimental to the interests of clients.

7.6 Remuneration Governance

The PPC Board has responsibility for setting the remuneration policies. In doing so, the Board considers the incentives the policies create for managing risk, capital and liquidity. The Board also takes into consideration the long-term interests of shareholders, investors and other stakeholders.

To ensure a strong alignment between risk and reward, PPC has further established a Conduct Panel with a mandate to review any conduct, ethics, risk or compliance breaches of staff providing services to PPC. Where the Conduct Panel considers an issue to be of sufficient importance, the PPC Board would consider the impact such issue would have on an individual's reward. This Conduct Panel consists of directors of the PPC Board, together with senior members of the HR, Risk, Compliance and Legal departments.

7.7 Material risk takers

Under the MIFIDPRU Remuneration Code, PPC must report annually on the remuneration policy and practice for employees identified as Material Risk Takers ("MRTs").

MRTs comprise senior management, those with responsibility for control functions (such as risk and compliance) and risk takers whose professional activities could have a material impact on PPC's risk profile. MRTs are defined with reference to managerial responsibility to influence the firm's overall risk profile and follow the identification principles set out in the FCA's SYSC 19G handbook.

An annual review of PPC's risk profile is conducted to allow the firm to determine the MRT population, and a record is kept by HR and the Board. PPC identified 8 individuals as MRTs for 2025.

7.8 Quantitative Disclosure

PPC is required to publish quantitative remuneration information for its MRTs and other staff providing services to the company for the performance year ending 31 December 2025.

PGIM Private Capital Ltd £M	Senior Management & MRTs	Other Staff	Total
Total amount of remuneration	4.07	17.57	21.64
<i>Total Fixed</i>	1.55	10.35	11.90
<i>Total Variable</i>	2.52	7.22	9.74

Notes:

Whilst MRTs and other staff may provide services to multiple regulated and non-regulated entities, PPC has not apportioned the remuneration paid to UK staff between these different entities.

In preparing the quantitative disclosure, PPC has relied upon the exemptions set out in MIFIDPRU 8.6.8R(7) to aggregate senior management and other material risk taker information.

No severance payments or guaranteed variable payments were made to MRTs during the 2025 performance year.