MIFIDPRU 8 Disclosure – One Rock Capital Partners LLP

November 2026

Introduction

The Financial Conduct Authority ("FCA") in its Prudential sourcebook for MiFID Investment Firms ("MIFIDPRU") sets out the detailed prudential requirements that apply to One Rock Capital Partners LLP ("One Rock UK" or the "Firm"). In particular, Chapter 8 of MIFIDPRU ("MIFIDPRU 8") sets out public disclosure obligations with which the Firm must comply, further to those prudential requirements.

One Rock UK is classified under MIFIDPRU as a small and non-interconnected MIFIDPRU investment firm ("SNI MIFIDPRU investment firm"). As such, MIFIDPRU 8 requires One Rock UK to disclose information regarding the Firm's remuneration policy and practices.

The purpose of these disclosures is to give stakeholders and market participants an insight into the Firm's culture, and to assist stakeholders in making more informed decisions about their relationship with the Firm.

This document has been prepared by One Rock UK in accordance with the requirements of MIFIDPRU 8 and is verified by the Management Committee of the Firm. Unless otherwise stated, all figures are as at the Firm's most recent financial year end (31 December 2025).

Remuneration Policy and Practices

Overview

As an SNI MIFIDPRU Adviser/Arranger firm, One Rock UK is subject to the basic requirements of the MIFIDPRU Remuneration Code (as laid down in Chapter 19G of the Senior Management Arrangements, Systems and Controls sourcebook of the FCA Handbook ("SYSC")). The purpose of the remuneration requirements is to:

- Promote effective risk management in the long-term interests of the Firm and its clients;
- Ensure appropriate alignment between risk and individual reward;
- Support positive behaviours and healthy firm cultures; and
- Discourage behaviours that can lead to misconduct and poor customer outcomes.

The objective of One Rock UK's remuneration policies and practices are to establish, implement and maintain a culture that is consistent with, and promotes, sound and effective risk management and does not encourage risk-taking which is inconsistent with the risk profile of the Firm and wider One Rock Group, and the services that they provide to clients.

In addition, One Rock UK recognises that remuneration is a key component in how the Firm attracts, motivates and retains quality staff and sustains high levels of performance, productivity and results.

One Rock UK is committed to excellence, teamwork, ethical behaviour and the pursuit of positive

outcomes for its clients. From a remuneration perspective, this means that performance is determined through the assessment of various factors that relate to these values, and by making considered and informed decisions intended to reward effort, attitude and results.

Characteristics of the remuneration policy and practices

The Firm's remuneration is comprised of fixed and variable remuneration components. The fixed component is designed to be set in line with market competitiveness at a level to attract and retain skilled staff. Variable remuneration is paid on a discretionary basis and takes into consideration the Firm's – and wider Group's – overall financial performance and the financial (where appropriate) and non-financial performance of the individual in contributing to the Firm's success. All staff members are eligible to receive variable remuneration. Certain relatively senior members of One Rock UK's staff may also receive variable remuneration through an allocation of the Firm's profit share via carried interest. Carried interest ensures that the interests of LPs and participating staff are aligned. The Firm does not operate any executive incentive schemes, or any other remuneration structures outside of the discretionary bonus and carry schemes described above.

The objective of the Firm's Remuneration Policy is to set remuneration at a level such that the Firm's staff are fairly and responsibly rewarded in a manner that is appropriately linked to their position and performance. The size of the bonus pool from which variable remuneration awards are made is assessed in light of the capitalisation and liquidity buffer in place at the Firm, taking into account current and future risks, drawing upon other available resources to make this assessment, such as the Firm's Internal Capital Adequacy and Risk Assessment ("ICARA").

Member and employee performance is determined using financial and non-financial criteria on a meritocratic basis which is gender neutral. This performance assessment is based on a range of criteria on which each Member and employee, when considering their job description, should be assessed. Individuals' performance is not solely based upon investment performance or contribution; it also includes factors such as their adherence to the Firm's compliance policies, investment and risk-related policies or guidelines and adherence to certain behavioural guidelines. Violations of these policies, if any, will be taken into account when determining variable remuneration and can have a negative impact on the amount of variable remuneration received.

The fixed and variable components of remuneration are appropriately balanced: the fixed component represents a sufficiently high proportion of the total remuneration to support the operation of a fully flexible policy on variable remuneration. This allows for the possibility of paying no variable remuneration component, which the Firm would do in certain situations, such as where the Firm's profitability is constrained such that the Firm is able to meet its capital or liquidity regulatory requirements.

Governance and Oversight

Given the size, internal organisation and the nature, scope, and complexity of the activities of the Firm, it does not have a Remuneration Committee at Firm level. As an SNI firm, One Rock UK is only required

to comply with SYSC 19G.3.1 R to SYSC 19G.3.3 R. Therefore, this supervisory function is the direct responsibility of the Firm's leadership (inclusive of group level oversight and input for certain individuals). The Firm seeks to ensure that individuals making judgements remain objective by having established a framework for making such judgements. This includes:

- Clearly documented considerations;
- Input from individuals in control functions; and
- Documented final decisions regarding performance or risk-related adjustments.

The Firm's leadership is responsible for setting and overseeing the implementation of One Rock UK's remuneration policy and practices. In order to fulfil its responsibilities, the Firm's leadership:

- Is appropriately staffed to enable it to exercise competent and independent judgement on remuneration policies and practices and the incentives created for managing risk, capital, and liquidity;
- Ensures that the Firm's remuneration policy and practices take into account the long-term interests of shareholders, investors, and other stakeholders in the Firm; and
- Ensures that the overall remuneration policy is consistent with the business strategy, objectives, values, and interests of the Firm and of its clients.

One Rock UK's remuneration policy and practices are reviewed annually by the Firm's leadership.

Quantitative Remuneration Disclosures

Please refer to One Rock UK's financial statements for the year ended 31 December 2025 with respect to the total amount of remuneration awarded to all staff and details of the fixed and variable components for the financial year 1st January to 31st December 2025: One Rock Capital Partners LLP - Financial Statements for the year ended 31 December 2025. For these purposes, 'staff' includes all employees of the Firm itself and LLP members.