Zeal Capital Market (UK) Limited – MIFIDPRU 8 Disclosure

June 2026

Introduction

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

Zeal is classified under MIFIDPRU as a small and non-interconnected investment firm (*"SNI MIFIDPRU investment firm"*). As such, MIFIDPRU 8 requires Zeal 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 Zeal in accordance with the requirements of MIFPRU 8 and is verified by Board. Unless otherwise stated, all figures are as of the 30 June 2025 financial year-end.

Remuneration Policy and Practices

Overview

As an SNI MIFIDPRU investment firm, Zeal is subject to the basic requirements of the MIFIDPRU Remuneration code. The purpose of the requirements on remuneration is to:

- Promote effective risk management in the long-term interests of the Firm and its clients.
- Ensure 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 Zeal's remuneration policies and practices is 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 the services that it provides to its clients.

In addition, Zeal recognises that remuneration is a key component in how the Firm attracts, motivates and retains quality staff and sustains consistently high levels of performance, productivity and results. As such, the Firm's remuneration philosophy is also grounded in the belief that its people are the most important asset and greatest competitive advantage.

Zeal is committed to excellence, teamwork, ethical behaviour and the pursuit of exceptional 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 that reward effort, attitude and results.

Characteristics of the remuneration policy and practices

Remuneration at Zeal is made up of a fixed remuneration component (there isn't a variable remuneration component). The fixed component is set in line with market competitiveness at a level to attract and retain skilled staff.

Governance and Oversight

Zeal does not have a separate remuneration committee. The responsibility for setting and overseeing the implementation of Zeal's remuneration policy and practices rests with the Board. To fulfil its responsibilities, the Board:

- Can exercise competent and independent judgment on remuneration policies and procedures.
- Prepares decisions regarding remuneration, including decisions that have implications for the risk and risk management of the Firm.
- Ensures that the remuneration policy and practices take into account the public interest and 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.

Zeal's remuneration policy and practices are reviewed annually by the Board.

Quantitative Remuneration Disclosures

For the financial year 30 June 2025, the total amount of remuneration awarded to all staff was £474,364.00. For these purposes, 'staff' is defined as employees of the Firm itself, as well as its Directors.