

CIFC Asset Management Europe Ltd

MIFIDPRU Disclosures

31.12.2025

Introduction

Business Background

CIFC Asset Management Europe Ltd (the “Firm”) is authorised and regulated by the Financial Conduct Authority (the “FCA”) and is classified as a Collective Portfolio Management Investment Firm (“CPMI”). The Firm is a full-scope Alternative Investment Fund Manager and has permissions to conduct Markets in Financial Instruments Directive (“MiFID”) activities. The Firm is classified under MIFIDPRU as a small and non-interconnected MIFIDPRU investment firm (“SNI Firm”). As such, the Firm is required by MIFIDPRU 8 to disclose information regarding its remuneration policy and practices.

Basis and Purpose of Disclosure

This disclosure provides market participants with both qualitative and quantitative information regarding the Firm’s remuneration policies and processes to a level of detail which is appropriate to the Firm’s size, and to the nature, scope and complexity of its activities.

These disclosures are revised at least annually with additional updates prepared during periods of material change and published on the company website. These disclosures have been prepared based on the audited financials covering the financial period 1 January 2025 to 31 December 2025.

Remuneration policy and practices

Overview

As the Firm is categorised as an SNI Firm, it is subject to basic requirements of the FCA’s Remuneration Code for MIFIDPRU firms.

The Firm has adopted a remuneration policy and procedures that comply with the requirements of chapter 19G of the FCA’s Senior Management Arrangements, Systems and Controls Sourcebook (“SYSC”) and that which are appropriate and proportionate to the nature, scale and complexity of the risks inherent in its business model and activities.

In accordance with MIFIDPRU 8.6 the Firm makes qualitative and quantitative disclosures around its remuneration policy and procedures, as applicable in the reduced requirements applicable to SNI Firms.

Qualitative Disclosures

In accordance with MIFIDPRU 8.6.2 the Firm makes the following qualitative remuneration disclosures:

The Firm manages European Collateralised Loan Obligation vehicles and serves as the sub-investment advisor to its US parent entity, CIFC Asset Management LLC. The Firm’s primary trading emphasis is on corporate and structured debt products within its various investment portfolios. In line with this, the firm’s remuneration practices are designed to align with long-term returns and performance for underlying investors. Staff members are not incentivized to take short-term risks.

The Firm ensures that;

- (a) its remuneration policy and practices are consistent with, and promote sound and effective, risk management;
- (b) its Remuneration Practices are in line with the business strategy, objectives and long-term interests of the Firm;
- (c) variable remuneration does not affect the Firm's ability to maintain capital and liquidity requirements; and
- (d) it does not remunerate or assess the performance of its staff in a way that conflicts with its duty to act in the best interests of its clients.

In addition, the Firm recognises that remuneration is a key component in how the Firm attracts, motivates, and retains high quality staff. Remuneration at the Firm is made up of fixed and variable components.

Characteristics of the Firm's Remuneration Policy and Practices

The Firm's remuneration policy sets out the criteria for setting fixed and variable remuneration.

Fixed remuneration is based upon a staff member's professional experience and organisational responsibility. The fixed component is 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 both financial (to the extent directly applicable) and non-financial indicators together with the performance of the Firm and the staff member's business unit. When assessing individual performance to determine the amount of variable compensation to be paid to an individual, the Firm takes also into account non-financial criteria such as an assessment of a staff member's compliance with all applicable Firm policies. All staff are eligible to receive variable remuneration.

Staff at the Firm are compensated based on the performance of the Firm as well as individual performance. The remuneration considers the long-term contributions of the staff member, performance beyond their specific job duties, and any particular annual objectives and employment terms. This includes carried interest for eligible staff members.

The Firm ensures that fixed and variable components of the total remuneration are appropriately balanced; and the fixed component represents a sufficiently high proportion of the total remuneration to enable the operation of a fully flexible policy on variable remuneration.

The Firm monitors fixed to variable compensation to ensure SYSC 19G is adhered to with respect to total remuneration.

Governance

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, the Firm is only required to comply with SYSC 19G.3.1 R to SYSC 19G.3.3. R. As such, oversight of remuneration practices is directly undertaken by the Firm's Board of Directors.

Quantitative Disclosures

In accordance with MIFIDPRU 8.6.8, the Firm's aggregated quantitative remuneration information for all staff for the financial year ending 31 December 2025 is as follows:

Fixed Remuneration	3,974 (GBP Thousands)
Variable Remuneration	3,372 (GBP Thousands)
Total Remuneration	7,346 (GBP Thousands)