



# EUREKA CAPITAL PARTNERS

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## ANNUAL REMUNERATION DISCLOSURE

In accordance with the Investment Firms Prudential Regime (“IFPR”) and MIFIDPRU Remuneration Code, EH Capital Limited (EHUK), a subsidiary of Eureka Capital Partners Group (“ECP”), is disclosing its remuneration practices and policies for the current fiscal year.

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### Components of Remuneration

ECP categorize employees based on the nature of their job scope and responsibilities into the following category and each employee can have more than one position in the category:

- Administrative Staff
- Consultant

The remuneration structure consists of two key components: fixed pay and variable pay.

**Fixed Pay:** This consists of a base salary that is pegged to the market value of the job. The determination of fixed pay takes into account factors such as the market value of the job, salary adjustments across ECP Group, the performance and experience of the employee, organizational responsibilities, job scope, and terms of employment of the employee, the financial performance of the Group, and external factors such as economic conditions.

**Variable Pay:** ECP rewards employees based on the performance of ECP and the individual's performance. The variable pay for Administrative Staff takes into account the Group's financial performance, external economic conditions, and is limited to a portion of the net revenue of the Group. For Consultants, the variable pay is performance-linked, being a percentage of the capital introduction fee received by ECP from successful capital introductions made by the Consultant. A clawback provision applies to the variable pay of Consultants under certain conditions.

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### Performance Criteria

The assessment of performance for determining variable pay involves both financial and non-financial criteria.

**Financial Criteria:** These include the Group's financial performance and net revenue, as well as the capital introduction fee received from successful introductions made by Consultants.

**Non-Financial Criteria:** These include any complaints received from clients or third parties, any material errors and omissions by the employee, and the disciplinary record of the employee.

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### Decision-Making Procedures and Governance

Decisions regarding remuneration at EHUK are guided by a commitment to maintain a sound capital base and required liquid capital. Consideration is also given to managing potential risks and conflicts of interest, which includes balancing the ratio between fixed and variable pay and adherence to compliance requirements. EHUK's approach ensures that remuneration decisions are made fairly, transparently, and in the best interest of ECP and its stakeholders.

For further details on EHUK's remuneration policy, please contact Dapei Tan at [dapei.tan@eurekacappartners.com](mailto:dapei.tan@eurekacappartners.com).