



MIFIDPRU Public Disclosure Document

Ardian Investment UK Limited ("Ardian UK")

Year Ending 31st December 2024

1 OVERVIEW AND SUMMARY

Ardian UK (Firm) is regulated by the Financial Conduct Authority ("FCA") as a Markets in Financial Instruments ("MiFID") firm and subject to the rules and requirements of the FCA's Prudential Sourcebook for MiFID Investments Firms ("MIFIDPRU") handbook.

For the purposes of MIFIDPRU, the Firm has been classified as a small non-interconnected ("SNI") firm.

The Firm has produced this Public Disclosure Document in line with the rules and requirements of MIFIDPRU 8, as applicable to SNI firms.

This Public Disclosure Document has been prepared based on the audited financials as at, 31 December 2024 covering the financial period from 1 January 2024 - 31st December 2024.

Ardian UK provides services as an advisor and investment manager to Professional Investors and as an advisor to affiliates within the Ardian Group. Ardian Group consists of Ardian UK's immediate parent and controlling undertaking Ardian Holding SAS (the "Parent").

The Firm neither holds client funds, takes any proprietary positions, acts as principal in any transactions, nor has its own securities trading accounts. The Firm's clients are Professional Clients and Ardian affiliates or sponsored products.

2 RISK MANAGEMENT OBJECTIVES AND POLICIES

The Firm has implemented and embedded risk management framework, policies and procedures across all relevant risk areas of the Firm. The Board of Directors of Ardian UK ("The Board") sets the business strategy and risk appetite statement of the Firm, which flows through to the risk management framework of the Firm.

In line with the Firm's business strategy, risk appetite and risk management framework the Firm identifies and further assesses key risks within the Firm's Internal Capital and Risk Assessment ("ICARA") process.

The Firm maintains a risk register, which includes risk assessment and rating methodologies in accordance with its risk appetite statement. Main risks are escalated to the Operations Committee and Board of Directors as required.

The Board is presently made up of four Directors who have a supervisory role, and a further seven Operations Directors who have the expertise to assess and oversee the business undertaken by the Firm on a day-to-day basis. The Board meets at least quarterly.

The Operations Committee ("OC") consists of ten UK based senior members of staff, including all the UK-based directors of the Firm, plus three senior managers of key strategic departments within the business and the Chief Compliance Officer, and meets at least quarterly. It has the power to make decisions on day-to-day activities and operations of the Firm.

2.1 Own Funds Requirements – MIFIDPRU 4

As an SNI firm without permissions for dealing as principle or holding client money or client assets, the Firm is subject to a Permanent Minimum Requirement of £75,000.

The Firm calculates its own funds requirements based on the Fixed Overhead Requirement ("FOR") calculation and is not subject to any K-factor requirements. For Ardian UK, this calculation is driven by a calculation of non-discretionary expenditure over a 3-month period.

The Fixed Overhead Requirement for Ardian UK has been calculated, and the firm is required to hold a minimum of £13.93m in Capital.

The Firm has further assessed any risks facing its business operations within its ICARA and quantified additional own funds and liquidity requirements. Ardian maintains an appropriate amount of liquid capital and resources to manage our short-term obligations.

2.2 Concentration Risk – MIFIDPRU 5

The Firm has considered concentration risk as part of its ICARA process and does not consider it to be material given its diversified client base and business model.

2.3 Liquidity – MIFIDPRU 6

The Firm maintains minimum liquidity at all times in compliance with the Basic Liquid Asset Requirement (BLAR), being at least 1/3 of its FOR.

The Firm does not provide any client guarantees and therefore its entire liquidity requirement is driven by its expenses, as captured by the FOR.

As part of the ICARA, the Firm also maintains satisfactory liquidity. No requirement was identified for wind-down costs or any additional liquidity requirements in the ICARA to support the ongoing business activities of the Firm.

3 REMUNERATION ARRANGEMENTS

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").

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

At Ardian Group level, the Appointments and Remuneration Committee (the "Remuneration Committee") is appointed to create, assist and set the principles that form the Global Remuneration Policy.

The Remuneration Committee has responsibility for establishing and implementing effective remuneration policies and procedures; and for the implementation across the whole Group. It is also responsible for recommendations to the Supervisory Committee on matters of material remuneration.

At Group level, the Compensation, Personal and Career Development Committee ("CPCD Committee") is the Committee responsible for reviewing employees' remuneration and promotions, following proposals from line managers.

At Group level, the Remuneration Committee and the CPCD Committee advise Ardian Group's Executive Committee on the remuneration policy and structure.

At UK level, the Firm is not required and does not consider it is appropriate to have a local Remuneration Committee due to the size and nature of the Firm's business activities.

The global Remuneration Committee and CPCD ensure that there is an appropriate balance between fixed and variable remuneration for Ardian Group's employees, including UK employees.

- The Firm's remuneration policies and practices are reviewed annually to ensure they are appropriate and proportionate to the nature, scale and complexity of the risks inherent in the business model and the activities of the firm.
- The Firm ensures that its remuneration structure promotes effective risk management and balances the fixed and variable remuneration components for all staff.
- Variable remuneration is adjusted in line with capital and liquidity requirements as well as the firm's performance.

Fixed remuneration is based upon a staff member's professional experience and organizational responsibility. It is permanent, pre-determined, non-discretionary, non-revocable and not dependent on performance.

Variable remuneration is based upon staff members performance or, in exceptional cases, other conditions.

Total remuneration is based on balancing both financial and non-financial indicators together with the performance of the Firm and the staff member's business unit.

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 ensures fixed to variable compensation to ensure SYSC 19G is adhered to with respect to Total Remuneration.

3.1 Quantitative Remuneration

All firms are required to publicly disclose certain quantitative information in relation to the levels of remuneration awarded.

As an SNI firm and in accordance with MIFIDPRU 8.6.8, Ardian UK is required to disclose the total amount of remuneration awarded to all staff, split into fixed and variable remuneration.

For the performance year ending 31 December 2024:

Total fixed remuneration awarded	£25,482,000
Total variable remuneration awarded	£18,109,000
Total remuneration awarded	£ 43,591,000