

Consistency of the remuneration policy with the integration of sustainability risks

Mirabaud & Cie (Europe) SA and its branches in France, Spain and United Kingdom, ("Bank") has adopted a remuneration policy ("Policy") that outlines the consistent pay processes throughout the Bank.

The Policy outlines that the Bank recognizes the importance of sustainability elements throughout its business activities, including in the remuneration. In accordance with Mirabaud Group's standards, ESG is reflected in various aspects of the remuneration at regional, divisional and individual levels through proper governance, performance measurement standards (around values, client satisfaction and employee development) and risk management considerations.

Remuneration is designed to ensure compliance with global rules and regulations and the ESG considerations embedded within them, while specifically incorporating location-specific guidelines, in support of a sound risk culture. Group-wide remuneration decisions include assessments of financial-, market-, legal-, risk-, and compliance-related metrics to ensure remuneration properly reflects both, internal and external factors.