

Remuneration system

Directive on the remuneration system of the SFP Group

This directive sets out the principles of the Group-wide remuneration system and defines the SFP Group's remuneration policy.

1. Principles of remuneration

The remuneration systems of Swiss Finance & Property Group Ltd and its Group companies ("SFP Group") must be based on the following principles:

- The remuneration systems should be in line with the business policy, objectives, values and interests of the SFP Group and the respective company.
- Remuneration is intended to encourage employees to promote the long-term success and stability of the SFP Group.
- The remuneration should take appropriate account of the risks associated with the activity in question.
- The remuneration should not provide any incentives to take inappropriate risks, violate applicable law or disregard agreements.
- If the remuneration consists of a fixed and a variable component, the two components should be in an appropriate ratio and, in particular, the variable component should not incentivise the taking of inappropriate risks.
- The remuneration of employees with control functions such as risk management and compliance should not depend on the performance of the business areas they control. The remuneration of these control functions should also not create false incentives and the ratio between the fixed salary and any variable remuneration should be appropriate; however, this may not exceed 50%. When determining any variable remuneration, particular care must be taken to ensure that its amount does not give rise to any conflicts of interest in the exercise of control functions.

2. Remuneration policy

The remuneration of the Executive Board and employees consists of a basic salary and a result- and performance-related variable component. Remuneration is paid exclusively in cash. Severance payments are

generally not paid. There are no clawbacks in the event of termination of employment.

The SFP Group's remuneration policy is designed in such a way that it does not encourage excessive risk-taking, avoids conflicts of interest and promotes the long-term success of the company. The consideration of sustainability aspects as part of the remuneration system has an influence on the bonus component.

The remuneration of the members of the Board of Directors and its committees is fixed for the respective period and is not linked to performance components. It is therefore purely basic remuneration, which is paid in cash. It consists of a basic fee and any reimbursement of expenses. In particular, the members of the Board of Directors do not receive any bonus payments or other financial benefits such as personnel conditions. They are not entitled to any service or non-cash benefits. Board members who fulfil other functions within the SFP Group and/or are shareholders of the SFP Group are an exception.

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Legal basis

FINMA Circular 2010/01 "Remuneration schemes"; EU Regulation 2019/2088 (Disclosure Regulation or Sustainable Finance Disclosure Regulation - "SFDR")

Publication

The SFP Group's remuneration system directive is published on the sfp.ch website in accordance with EU Regulation 2019/2088 (Sustainable Finance Disclosure Regulation - "SFDR").

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