

## **Inclusion of sustainability risks in the remuneration policy**

(Art. 5 Disclosure Regulation)

The remuneration policy of ICM InvestmentBank AG is in line with the strategies to take sustainability risks into account.

As part of its remuneration policy, ICM ensures by law that the performance of its employees is not remunerated or evaluated in a way that conflicts with its duty to act in the best interests of the clients. The remuneration policy also does not provide incentives to include or hold investments in the managed portfolio that are not in line with the client's investment strategy.