



## Information sheet

# Sustainability at the heart of Hello bank! strategy & Global Remuneration Policy

## Global sustainability strategy

In a changing world, we focus on achieving long-term sustainable objectives for our clients, to make a positive difference in people's futures.

BNP Paribas Fortis's Global Remuneration Policy is fully aligned with the SFDR requirements, as it represents a core element of BNP Paribas Fortis's overall strategy. Set out below are the key remuneration practices that allow to make sustainability risks integration, part and parcel of BNP Paribas Fortis's remuneration policy.

## Sustainability risks in BNP Paribas Fortis's remuneration policy & practices

BNP Paribas Fortis's management recognizes that each team within BNP Paribas Fortis does contribute to the achievement of the overall strategy, hence plays a role in the reaching of its sustainability goals.

Our remuneration policy provides that the variable remuneration of financial market participants and financial advisors does not encourage excessive risk-taking with respect to sustainability risks for investments and financial products governed by the European SFDR regulation.

The same remuneration policy also provides that all our employees are appraised through continuous feedback and an annual review against a set of objectives that are specific to the nature of their role.

At the end of the year, the fulfilment of these objectives is assessed, among others, in the annual performance reviews, which are a key input in the determination of the annual variable remuneration awards.

## Inclusion of sustainability risks in our risk-adjusted reward framework

Our Remuneration Policy explicitly mentions that the Bonus Pool is determined annually taking into account "the cost of risk or equivalent risk measures".

In addition, it also states that "all staff" have a mandatory Compliance and Risk objective. If the objective is not met, the variable compensation of the concerned employees may be reduced under the supervision of a dedicated Permanent Control Committee.

Meeting of the mandatory Risk & Compliance objective is decided by examining the employee's manager appraisal and the assessment by the Risk, Compliance and HR function, during a Permanent Control Committee during the Compensation Review Process.