



# Sustainability and remuneration

**Date of publication of the information:**

01-08-2024

**Date of any update:**

01-08-2024

**Financial market participant:**

Joh. Berenberg, Gossler & Co. KG

**LEI:**

529900UC20D7II24Z667

## Sustainability and remuneration<sup>1</sup>

A responsible approach to the environment, respect for human rights in all aspects and the protection of natural resources are a matter of course for us. For this reason, the issue of sustainability is of crucial importance to us, both in the selection of products for our clients and as part of the bank's overall risk management. Our Code of Conduct therefore identifies social responsibility as one of the fundamental principles guiding Berenberg's business activities. Hence sustainability and the avoidance of disproportionate risks have a high priority in the Berenberg Group's remuneration policy. This is supported by the legal form of a limited partnership and the continuous staffing of the management levels - especially the top management levels - which promote long-term thinking and avoid short-term profit maximization tendencies.

Sustainability factors (ESG) are taken into account in particular in the variable remuneration. Variable remuneration is based on individual quantitative and qualitative performance as well as on the business results of the respective division and the Berenberg Group. In line with a sustainable corporate and Group strategy, not only the opportunities but also the risks of the business activities of the individual business divisions and subsidiaries as well as the safeguarding of client interests are considered in the assessment. To determine the bonus amount, the performance of the employee, the business division and the Bank as a whole is evaluated qualitatively and quantitatively, whereby sustainability factors can always be used as a qualitative characteristic.

<sup>1</sup> Disclosures pursuant to Article 5 (1) of Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector.



**Publisher:**

Joh. Berenberg, Gossler & Co. KG  
Neuer Jungfernstieg 20  
20354 Hamburg  
Telefon: +49 40 350 60-0  
E-Mail: [info@berenberg.de](mailto:info@berenberg.de)  
[www.berenberg.de](http://www.berenberg.de)

**BERENBERG**