



Sustainability and remuneration

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Joh. Berenberg, Gossler & Co. KG

Sustainability and remuneration pursuant to Art. 5 SFDR

Sustainability and remuneration¹

1. Sustainability and remuneration

A responsible approach to the environment, respect for human rights in every respect and the protection of natural resources are a matter of course for us. For this reason, the issue of sustainability is crucial for us both in the selection of products for our customers and as part of bank-wide (risk) management. Our Code of Conduct therefore identifies social responsibility as one of the key basic principles that guide Berenberg in its business activities. Sustainability and the avoidance of disproportionate risks also have top priority in the Berenberg Group's remuneration policy. This is supported by the legal form of the 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 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 be used as a qualitative characteristic depending on the business division and function of the employee.

2. Change history²

01-08-2024	Publication of the document “Sustainability and remuneration”. This disclosure is made in accordance with Art. 5 of Regulation (EU) 2019/2088.
11-07-2025	Addition to Chapter 2 Amendment history in accordance with Article 12 of Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019 on sustainability-related disclosures in the financial services sector.

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

² Disclosures in accordance with Article 12 of Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019, on sustainability-related disclosures in the financial services sector.



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