

Banque de Commerce et de Placements S.A., succursale de Luxembourg (hereinafter “the Branch”) is a fully licensed Luxembourg bank, established in 1982 and operating under the laws of the Grand Duchy of Luxembourg. As a licensed credit institution operating under the Banking Law of 5 April, 1993, the Branch is subject to the supervision of the Commission de Surveillance du Secteur Financier ("CSSF"), which is responsible for the supervision of all banks and other institutions and professionals operating in the financial sector in the Grand Duchy of Luxembourg.

The Branch is part of Banque de Commerce et de Placements S.A. (hereinafter "BCP"), based in Geneva (Switzerland), which specializes into two well-established core businesses: trade finance and Wealth Management. These activities are supported by expert Treasury and Financial institutions services. The Branch has adopted a remuneration policy, which was approved by the Board of Directors on 4 December 2023. The remuneration policy promotes sound and effective risk management for all types of products and services offered by the Branch and does not encourage excessive risk-taking, which would be incompatible with the level of risk tolerated by the Branch. The remuneration policy is designed to promote responsible business conduct, fair treatment of staff, avoid conflicts of interest and ensure that the Branch’s remuneration policy is in line with the company’s policy. As a general principle, the Branch aims to pursue a policy of limited risk-taking in its activities. The remuneration is set to support the Branch's objective of conducting its business in an honest, fair and professional manner in order to best serve the interests of its counterparties.

This remuneration policy is an important part of the principles of good corporate governance applied by the Group. The policy is in line with the Branch Authorized Management's overall strategy, which is in line with the Group's prudent management approach. The policy complies with the requirements of European and Luxembourg regulators regarding remuneration policies and practices in the financial sector. The remuneration policy reflects the interests of shareholders and Branch Authorized Management, taking into account all specific aspects, including the duties and responsibilities assumed. Unless otherwise stated, the remuneration principles set out in this policy apply to all employees, regardless of their job, hierarchical level or function. As part of its governance arrangements, the Branch also applies the principle of 'gender neutral pay', which means that the remuneration policy is based on equal pay for men and women employees for equal and equivalent work. The remuneration policy can be provided free of charge on request for additional information by email or mail:

By E-mail to the address: LUXINFO@bcp-bank.com

Or

By mail to the following address:

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