



Background

Investment firms are required under the FCA Handbook (BIPRU 11) to disclose information, including regular, at least annual, updates, regarding their remuneration policy and practices for those categories of staff whose professional activities have a material impact on their risk profile (“Remuneration Scheme”). The scope of the required disclosures is determined by the size, internal organisation and nature, the scope and complexity of the activities of the firm taking in consideration the principles of materiality, confidentiality and appropriateness. Due to these considerations and a balance sheet total of RiskSave Technologies Ltd (“RiskSave”) below 15 billion Euro, the following disclosure of the Remuneration Scheme is limited to general guidance and does not differentiate between different business units.

Remuneration Scheme

RiskSave strives to offer a competitive, adequate and fair remuneration to its employees. The Remuneration Scheme is in line with the strategic focus of RiskSave. The Remuneration Scheme does not incentivise the employees to take inappropriate risks, is reviewed annually and, if required, amended accordingly. The Board of Directors is responsible for maintaining an appropriate and compliant Remuneration Scheme. The remuneration of the Board of Directors is determined based on the long-term stability of the firm.

The employees and Directors of RiskSave receive adequate total compensation of which variable compensation makes up a minor component.

