

# LLB

## Remuneration policy - As of December 2023

LLB Group's remuneration scheme specifically addresses sustainability and risk adjustment.

Sustainability and risk adjustment is a key principle underlying LLB's remuneration policy. LLB Group's remuneration practice contributes to its long-term business development, taking into account the relevant risks (including sustainability risks). In particular, it provides for incentives to be set in such a way as to ensure appropriate risk behaviour and avoid conflicts of interest.

The remuneration policy is designed in such a way that sound and effective risk management for sustainability risks is taken into account and promoted. In particular, the remuneration structure does not encourage excessive risk-taking with respect to sustainability risks, ensuring that any risks taken on in pursuing both sustainability aspects and business success will be adequate. LLB applies these principles also in the respective target agreements with relevant persons. Information on the remuneration policy of LLB Fund Services is available [here](#).