




**POWERING
ENTREPRENEURSHIP**

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**Transparency of remuneration policy in relation
to the integration of sustainability risks**

Policy

Date: April 2021

Omnes' remuneration policy considers the integration of sustainability risks by its employees in connection with their activities.

Sustainability risk is defined as an environmental, social or governance event or situation that, if it occurs, could have a significant negative impact on the performance of an investment.

For the allocation of fixed and variable remuneration, Omnes' management relies on the Remuneration Committee and the Supervisory Board. In fine, controls on the application of the remuneration policy are carried out by the Compliance.