



# Remuneration Policy

Document Control					
Version	Version Date	Author (s)	Reviewed By	Approved By	Date
1.0	05/03/2021	Brendan Deeney	Policy Committee	ExCo	09/03/2021



## Table of Contents

Introduction .....	3
Policy Governance .....	3
Objective and approach.....	3



## Introduction

Cantor Fitzgerald Ireland (“CFIL”, “the Group”) recognises sustainability as an important tool in determining the long-term capital growth prospects of investment propositions. The diverse nature of companies in the Group has brought together more than 30 years’ experience in the field of responsible investing. Today, environmental, social and governance (ESG) factors are synonymous with better managed companies and are a path to achieving better risk-adjusted returns.

This document describes how CFIL approaches remuneration and outlines how the Board of Cantor Fitzgerald Ireland Limited oversees compensation programmes including the salary policy, income and bonus programmes for Cantor Fitzgerald Ireland Limited.

## Policy Governance

The Remuneration and Nominations Committee assists the Board to discharge its responsibilities in relation to Senior Executive and Board appointments as well as development and implementation of Cantor Ireland’s remuneration policy in the context of requirements under applicable law and regulations.

## Objective and approach

The Remuneration Policy aims to ensure that Cantor Fitzgerald Ireland:

- Complies in all material respects with applicable remuneration guidelines and regulations as provided by the Central Bank of Ireland and any other applicable regulatory body;
- Complies in all material respects with Fitness & Probity requirements of the Central Bank of Ireland;
- Attracts and retains staff of the highest calibre through a system of appropriate and competitive remuneration rewards in line with market conditions and in consideration for achieving Cantor Ireland’s performance and strategic objectives;
- Ensures that remuneration policies and practices are consistent with the promotion of effective risk management within the levels of Cantor Ireland’s agreed risk appetite;
- Provides transparency in the procedure for payment of additional remuneration.

Cantor Fitzgerald Ireland is guided by the variable remuneration rules as laid out by the Central Bank of Ireland and the European Banking Authority. The fixed and variable components of total



remuneration for sales staff are appropriately balanced to facilitate staff always acting in the best interest of the customer. The Company is committed to building and maintaining a culture of consumer-focused sales where the right products and services are sold based on their suitability to each individual consumer's needs.

Management and department heads establish detailed goals for each teams in the company based on the Strategic objectives set by the company. Achievement of these goals are measured by KPIs which are based on the company vision of success built on the following pillars:

- Performance and service delivered to clients;
- Sustainable growth for the company incl. sustainability / ESG risks;
- Contribution to Society.

The performance review framework in the Company is a dialogue between manager and employee to assess performance against predefined criteria and set objectives and developmental needs for the coming year. The performance management approach to managing sales behaviour places significant weight on qualitative measures to encourage the right behaviours for sales staff. Among the areas assessed for sales staff are Culture and Citizenship, Client Relationship, Commercial Awareness, Communications and Compliance and Conduct.