



# ESG Remuneration Policy

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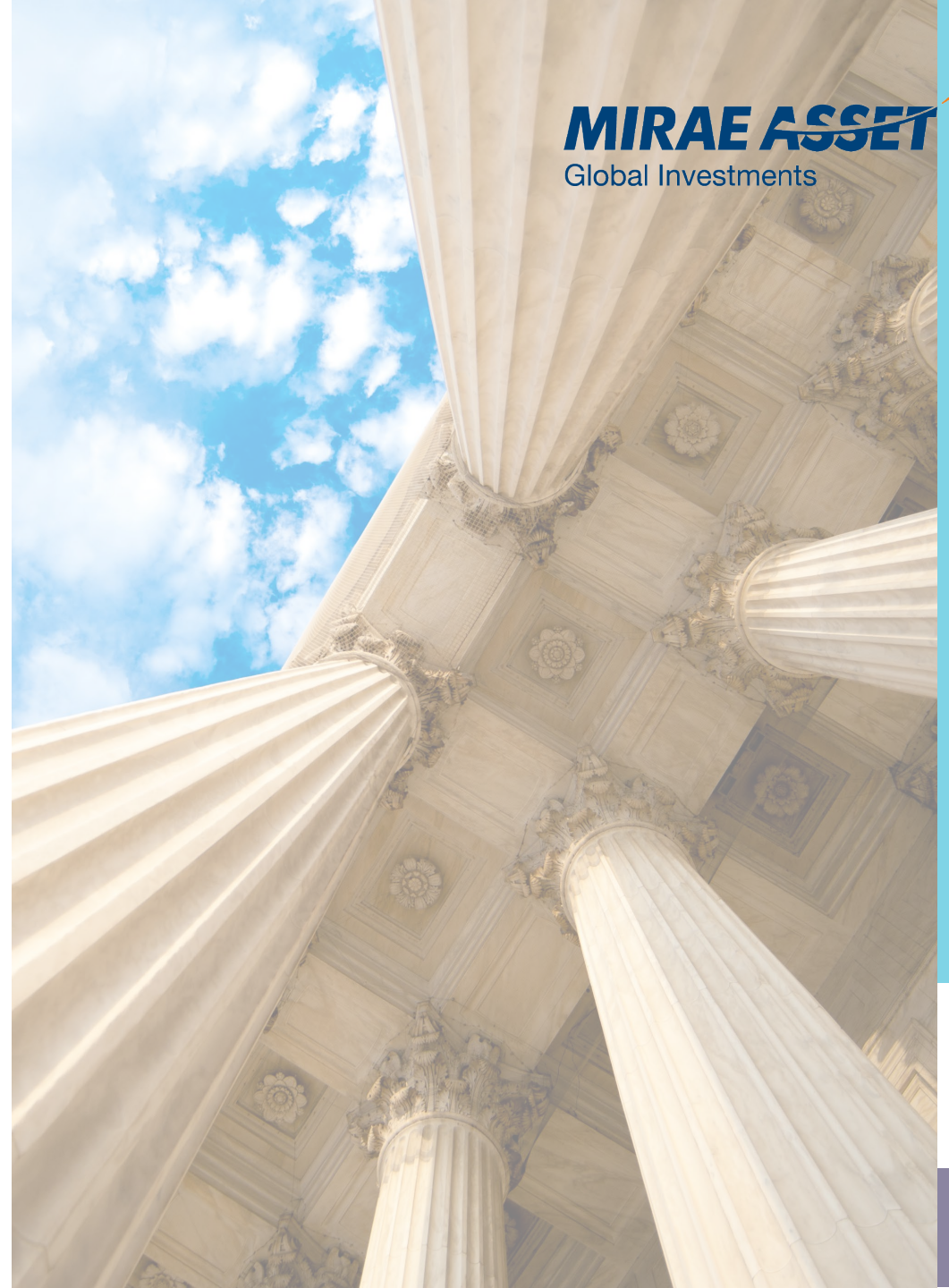
**Mirae Asset Global Investments (Hong Kong) Limited**



# Introduction

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This policy is to outline key principles for remuneration allowing Mirae Asset Global Investments (Hong Kong) Limited (“company”) to retain and attract employees with relevant skills, knowledge and expertise while ensuring a high degree of goal alignment between the individual and company regardless of gender, age, race, disability and family status.



# Remuneration Policy

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## Objective

Remuneration policy concerns the structure and decision process of base salary and bonus.

It also provides a guideline of the remuneration system's operation to ensure its operation is sound and managed in principles.

## Scope

The Remuneration policy is applicable to all employees of company.

# Remuneration Policy

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## Structure of Remuneration

Company shall consider the role, responsibilities, seniority, activities, and performances of the employees in determining remuneration.

Company shall consider the mix and balance of base salary and bonuses.



# Remuneration Policy

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## Base Salary

The primary factor for determining base salary of employees is based on individual skill and responsibilities. The base salary is set at a reasonable level that is sufficient to attract and retain employees with relevant skills, knowledge and expertise benchmarked against the financial institutions in Hong Kong.

Base salary will be proposed by Human Resources, concurred by Chief Operating Officer and approved by the Chief Executive Officer for new recruits.

Base salary will be reviewed annually with reference to the companies of similar business or scale and the adjustment will be recommended by HR Committee and approved by the Chairman of HR Committee.



# Remuneration Policy

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## Bonus

It is at company's absolute discretion to pay a bonus to employees. The amount of the bonus payment is tied to the business profitability of company as well as individual's performance each year.

Company shall implement various bonus schemes for its purpose.

Company has no plan to offer share or share-linked instruments to employees. Rather, company shall offer cash-based bonus to employees as incentive award.



# ESG Consideration

Considering ESG as one of the Company's pursuing strategies and related regulatory aspects, the Company reflects and highlights below factors in remuneration policy and practice.



Set ESG related products and their launch as one of our key business strategies, and this will be one of the key performance indicators for the relevant employees and executives.



During annual remuneration review, HR committee will carry out a separate analysis on gender pay gap and adjustment will be decided and implemented if necessary.



Set long-term performance as a key remuneration indicator, HR committee will carry out annual performance review based on 3 years' performance and utilize more long-term incentive plans for the remuneration of both employee and executives.

# Review Process

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This policy is subject to review at least annually by the HR committee.



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