Sustainability Risk Considerations in the Remuneration Policy

(Art. 5 of Regulation (EU) 2019/2088 – SFDR)

In accordance with Article 5 of Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (SFDR), Solaris SE confirms that its remuneration policies are designed to be consistent with the integration of sustainability criteria.

As a regulated financial institution, Solaris SE is committed to responsible risk management practices, including the identification, assessment, and mitigation of sustainability risks that may have a material adverse impact on the financial position, reputation, or long-term performance of the institution.

The Bank's remuneration framework is designed to support a sound risk culture that discourages excessive risk-taking, including risks arising from environmental, social, or governance (ESG) factors. Variable remuneration at Solaris is subject to both ex-ante and ex-post risk adjustments in line with the regulatory requirements of the InstitutsVergütungsverordnung (InstitutsVergV), which encompass all material risk types, including those related to sustainability.

Where applicable, individual or team performance objectives may include elements that reflect ESG-related performance, regulatory compliance, or broader sustainability targets. Furthermore, sustainability risks form part of the Bank's broader risk management and internal control framework and are considered in the context of capital adequacy, governance, and strategic alignment.

The Remuneration Policy is subject to regular review to ensure its alignment with Solaris SE's business and risk strategy, including the evolving regulatory landscape and market expectations concerning sustainability and ESG-related risks.