

## CANTOR FITZGERALD EUROPE REMUNERATION POLICY

The purpose of the Remuneration Policy (“the Policy”) is to ensure that Cantor Fitzgerald Europe’s (the “Company’s”) remuneration:

- Supports robust governance in line with the Company’s risk appetite;
- Promotes sound and effective risk management;
- Ensures the business is sustainable and that the Company’s financial resources are aligned to principles of safety and soundness; and
- Encourages responsible business conduct and fair treatment of clients as well as avoiding conflicts of interest in the relationships with clients.

Furthermore, a Remuneration Policy is mandatory under the Financial Conduct Authority’s (“FCA’s”) Remuneration Code and MiFID II remuneration requirements.

The Remuneration Policy defines the Company’s remuneration policies, procedures and practices. Through effective remuneration governance and risk management, the Company will:

- Attract, develop and retain high-performing employees to deliver its business strategy;
- Encourage appropriate conduct and behaviors from employees;
- Ensure that compensation arrangements are designed to balance appropriately risk and financial results in a manner that does not encourage employees to expose the Company to excessive or imprudent risk;
- Avoid remuneration practices that could provide inappropriate incentives to employees or otherwise have the potential to damage the Company’s business, reputation, or its relationship with customers or regulators;
- Avoid remuneration practices that conflict with the Company’s duty to act in the best interests of its clients, including the manner in which it assesses the performance of all relevant persons within the firm; and
- Avoid remuneration practices that could provide an incentive to recommend a particular financial instrument to a client when a different financial instrument would better meet that client’s needs, especially when retail clients are concerned.