

Bank J. Safra Sarasin Ltd

Hong Kong Branch

Key Financial Information Disclosure Statement

As at 31 December 2024

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Key Financial Information Disclosure Statement
As at 31 December 2024

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Bank J. Safra Sarasin Ltd
Hong Kong Branch
Profit & Loss Account
For The Year Ended 31 December 2024

		31 Dec 2024	31 Dec 2023
	Notes	HKD'000	HKD'000
Interest income		616,945	628,615
Interest expense		(444,577)	(407,621)
Net interest income		172,368	220,994
Other operating income	1	605,942	438,412
Total operating income		778,310	659,406
Total operating expenses	2	(476,332)	(458,253)
Impairment losses and provisions for loans and advances		(88,870)	658
Profit before taxation		213,108	201,811
Tax expense		(30,601)	(30,913)
Profit after taxation		182,507	170,898

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Balance Sheet
As at 31 December 2024

		31 Dec 2024	30 Jun 2024
	Notes	HKD'000	HKD'000
Assets			
Cash and balances with banks		469,462	425,952
Due from Exchange Fund		5,095	5,014
Amount due from overseas offices		4,208,261	3,617,388
Loans and receivables	4	5,926,783	7,974,624
Investment securities		3,965,574	3,798,378
Property, plant and equipment		36,013	48,354
Total assets		14,611,188	15,869,710
Liabilities			
Deposits and balances from banks		-	-
Deposits from customers	5	12,638,680	12,580,747
Amount due to overseas offices		937,429	2,669,768
Other liabilities		1,035,079	619,195
Total liabilities		14,611,188	15,869,710

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Notes to the Financial Statements

		31 Dec 2024	31 Dec 2023
	Notes	HKD'000	HKD'000
1 Other operating income			
Gains less losses arising from dealing in foreign currencies		180,865	171,451
Gains less losses arising from trading in other derivatives		111,151	54,339
Gains less losses on securities designated at fair value through profit and loss		36,223	22,294
Net fees and commission income	3	277,703	189,908
Other		-	420
		605,942	438,412
2 Total operating expenses			
Staff and rental expenses		(427,974)	(411,543)
Other expenses		(48,358)	(46,710)
		(476,332)	(458,253)
3 Net fees and commission income			
Fees and commission income		545,150	476,486
Less: Fees and commission expenses		(267,447)	(286,578)
		277,703	189,908
		31 Dec 2024	30 Jun 2024
	Notes	HKD'000	HKD'000
4 Loans and receivables			
Loans and advances to customers	6	5,494,797	7,719,662
Accrued interest and other accounts		519,328	352,162
Provisions for bad and doubtful debts		(87,342)	(97,200)
- general provisions		(5)	(138)
- specific provisions		(87,337)	(97,062)
		5,926,783	7,974,624
5 Deposits from customers			
Demand deposits and current accounts		3,352,305	3,648,465
Time, call and notice deposits		9,286,375	8,932,282
		12,638,680	12,580,747

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Notes to the Financial Statements

	31 Dec 2024	30 Jun 2024
	HKD'000	HKD'000
6 Analysis of gross amount of loans and advances to customers		
a. Breakdown by Economic sectors		
Loans and advances for use in Hong Kong		
Industrial, commercial and financial		
Financial concerns	74,093	139,636
Individuals		
Others	1,821,819	1,698,653
Loans and advances for use outside Hong Kong	3,598,885	5,881,373
	<u>5,494,797</u>	<u>7,719,662</u>
b. Breakdown by Secured and Unsecured		
Secured	5,407,460	7,622,600
Unsecured	87,337	97,062
	<u>5,494,797</u>	<u>7,719,662</u>
c. Breakdown by significant geographical areas after taking into account the transfer of risk and excluding loans and advances to subsidiaries		
British Virgin Islands	1,945,014	4,265,536
Hong Kong	2,088,742	2,086,520
China	596,765	583,034
7 Provisions for Impaired Loans and Advances		
Gross impaired loans and advances to customers	87,337	99,184
Impaired loans and advances breakdown by geographical area		
- Malaysia	87,337	99,184
Amount of specific provisions made for such loans and advances	87,337	97,062
Value of collateral which has been taken into account in respect of such loans and advances to which the specific provisions relate	-	2,122
Percentage of such loans and advances to total advances to customers	1.59%	1.28%
The branch does not have any impaired loans to banks as at 31 Dec 2024 and 30 Jun 2024.		

	31 Dec 2024	30 Jun 2024
	HKD'000	HKD'000
8 Loans and advances to customers and banks which are overdue and rescheduled		
The amount of overdue loans and advances to customers which have been overdue for		
- More than 1 month but not more than 3 months	-	-
- More than 3 months but not more than 6 months	-	99,184
- More than 6 months but not more than one year	87,337	-
- More than one year	-	-
Overdue loans and advances breakdown by geographical area		
- Malaysia	87,337	99,184
Amount of specific provision made for such overdue loans	87,337	97,602
Market value of collateral held against the covered portion of overdue loans	-	2,122
Covered portion of overdue loans	-	2,122
Uncovered portion of overdue loans	87,337	97,602
Percentage of such loans and advances to total advances to customers	1.59%	1.28%
Amount of rescheduled loans and advances to customers, excluding those which have been overdue for more than 3 months	-	-
Percentage of such loans and advances to total advances to customers	0.00%	0.00%

The branch does not have any overdue and rescheduled loans to banks as at 31 Dec 2024 and 30 Jun 2024.

9 Other assets which are overdue, rescheduled and repossessed

The branch does not have other assets which are overdue, rescheduled and repossessed as at 31 Dec 2024 and 30 Jun 2024.

10 International Claims

International claims information discloses exposures to locations of counterparties on which the ultimate risk lies and the transfer of risk has been taken account of. The following information is prepared in accordance with the HKMA Return of International Banking Statistics completion instructions. Countries or geographical segments (including Hong Kong) constituting 10% or more of the aggregate amount of international claims are disclosed.

31 Dec 2024 HKD million						
	Banks	Official Sector	Non-bank private sector		Others	Total
			Non-bank financial institutions	Non-financial private sector		
Developed economies	4,884	745	51	55	-	5,735
of which Switzerland	4,447	-	-	-	-	4,447
Offshore centres	169	2,252	2,349	1,354	-	6,124
of which Hong Kong SAR	117	-	74	1,217	-	1,408
of which Singapore	52	2,252	2	94	-	2,400
of which British Virgin Islands	-	-	2,235	-	-	2,235
	5,053	2,997	2,400	1,409	-	11,859

30 Jun 2024 HKD million						
	Banks	Official Sector	Non-bank private sector		Others	Total
			Non-bank financial institutions	Non-financial private sector		
Developed economies	3,986	1,192	52	88	-	5,318
of which Switzerland	3,868	-	-	-	-	3,868
Offshore centres	51	1,639	4,384	1,695	-	7,769
of which Hong Kong SAR	-	-	95	1,615	-	1,710
of which Singapore	51	1,639	-	65	-	1,755
of which British Virgin Islands	-	-	4,269	-	-	4,269
	4,037	2,831	4,436	1,783	-	13,087

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Notes to the Financial Statements

11 Mainland Activities Disclosures
(HKD million)

	31 Dec 2024			30 Jun 2024		
Types of Counterparties	On-balance sheet exposure	Off-balance sheet exposure	Total	On-balance sheet exposure	Off-balance sheet exposure	Total
1. Central government, central government-owned entities and their subsidiaries and joint ventures (JVs)	-	-	-	-	-	-
2. Local governments, local government-owned entities and their subsidiaries and JVs	-	-	-	-	-	-
3. PRC nationals residing in Mainland China or other entities incorporated in Mainland China and their subsidiaries and JVs	445	410	855	398	303	701
4. Other entities of central government not reported in item 1 above	-	-	-	-	-	-
5. Other entities of local governments not reported in item 2 above	-	-	-	-	-	-
6. PRC nationals residing outside Mainland China or other entities incorporated outside Mainland China where the credit is granted for use in Mainland China	-	-	-	-	-	-
7. Other counterparties where the exposures are considered by the reporting institution to be non-bank Mainland China exposures	134	104	238	136	157	293
Total	579	514	1,093	534	460	994
Total assets after provision	14,611			15,870		
On-balance sheet exposures as percentage of total assets	3.97%			3.36%		

12 Foreign currency exposures
(HKD million)

31 Dec 2024										
	USD	EUR	CNY	CAD	CHF	AUD	SGD	GOL	Others	Total
Spot assets	5,678	626	257	181	1,752	91	2,312	49	1,512	12,458
Spot liabilities	(9,029)	(365)	(348)	(155)	(20)	(568)	(597)	(49)	(1,003)	(12,134)
Forward purchases	6,584	51	978	9	11	504	559	-	384	9,080
Forward sales	(3,244)	(309)	(885)	(33)	(1,740)	(28)	(2,270)	-	(892)	(9,401)
Net options positions*	-	-	-	-	-	-	-	-	-	-
Net long (short) position	(11)	3	2	2	3	(1)	4	-	1	3
Net structural position	-	-	-	-	-	-	-	-	-	-

30 Jun 2024										
	USD	EUR	CNY	CAD	CHF	AUD	SGD	GOL	Others	Total
Spot assets	6,710	554	173	175	1,920	91	1,792	44	2,508	13,967
Spot liabilities	(8,751)	(424)	(482)	(152)	(1,918)	(358)	(37)	(42)	(1,522)	(13,686)
Forward purchases	5,127	235	1,411	7	34	347	-	-	989	8,150
Forward sales	(3,110)	(365)	(1,102)	(30)	(34)	(81)	(1,750)	-	(1,974)	(8,446)
Net options positions*	-	-	-	-	-	-	-	-	-	-
Net long (short) position	(24)	-	-	-	2	(1)	5	2	1	(15)
Net structural position	-	-	-	-	-	-	-	-	-	-

*Internal reporting method is adopted as basis of calculating the net options positions.

**Bank J. Safra Sarasin Ltd
Hong Kong Branch
Off Balance Sheet Information
As at 31 December 2024**

	31 Dec 2024	30 Jun 2024
1 Contingent liabilities and commitments (contractual amounts)	HKD'000	HKD'000
Direct credit substitutes	40,340	40,551
Other commitments	33,152,065	31,884,144

	31 Dec 2024			30 Jun 2024		
2 Derivatives instruments (HKD '000)						
	Fair Value		Total	Fair Value		Total
	Positive	Negative	Notional Amount	Positive	Negative	Notional Amount
Exchange rate contracts (exclude forward foreign exchange contracts arising from swap deposit arrangements)	219,137	92,308	12,669,626	122,581	87,700	22,954,856
Equity contracts	164,417	164,417	4,144,647	51,602	51,602	2,341,594
Interest rate contracts	20,474	530	361,963	33,631	1,146	754,203
Others	1,360	1,360	44,009	22,224	22,224	1,011,904

Liquidity Risk Management

The liquidity risk essentially refers to the potential inability of the Bank to meet its payment obligations or failure to meet the requirements imposed by banking regulations. Within the Bank J. Safra Sarasin Group (the "Group"), the Group Treasury Committee is responsible for monitoring liquidity. The prime objective is to guarantee the Bank's ability to meet its payment obligations at all times and to ensure compliance with legal requirements on liquidity. A key task of the Committee is to monitor all the relevant liquidity risk factors. These include money flows between subsidiaries, branches and the parent company, inflows and outflows of client funds and changes in the availability of liquidity reserves. The liquidity aspects are considered in aggregate but also per currency. As a supporting strategy, target bandwidths are set for surplus coverage of minimum liquidity.

The Group maintains a Contingency Funding Plan which is reviewed by the Group Treasury Committee at least once a year. The Contingency Funding Plan lists the possible organisational and liquidity-providing measures, defined by the Group Treasury Committee according to the specific scenario and stress situation. The Contingency Funding Plan are actions to be considered or taken upon when predefined escalation levels are breached. The Group maintains a first and second level of escalation thresholds and upon breaching the second level, Group Risk Office can instruct Treasury to immediately execute the Contingency Funding Plan to restore the risk indicators back within its limits.

Asia Asset and Liability Committee (ALCO) is responsible for the review and monitoring of the funding and liquidity risk profile of Bank J. Safra Sarasin Ltd, Hong Kong Branch on an ongoing basis. A quarterly (or ad-hoc when required) meeting is organized to review liquidity-related limits and parameters and stress test results.

Liquidity Maintenance Ratio ("LMR") is prepared on a daily basis in accordance with the requirement of the Hong Kong Monetary Authority ("HKMA"). An internal target LMR of not less than 35 per cent has been set by ALCO so as to provide an early warning signal to the management. A forecast on LMR for the next four business days is prepared based on the projected intercompany placements and funding transactions, as well as significant customer loans and deposits.

Recovery Planning, in conjunction with the Supervisory Policy Manual – Recovery Planning (RE – 1), has also been drafted to incorporate the recovery plans with regard to effective monitoring, triggering and the execution when required under severe stress to restore its financial stability and viability. An internal Recovery Trigger ratio of 28% has been drawn up in addition to the internal target LMR as mentioned above.

Bank J. Safra Sarasin Ltd, Hong Kong Branch also maintains a liquidity cushion in the form of unencumbered, high-quality liquid assets to meet unexpected cash outflows or client shifts from cash into investments. These are actively monitored and corresponding measures are taken if liquidity falls below the specified targets. Stress testing allows for the impact of larger outflows combined with the deterioration of Group assets on the liquidity indicators to be assessed.

Bank J. Safra Sarasin Ltd, Hong Kong Branch currently has very minimal reliance on external wholesale funding with its funding needs met almost entirely by Head Office or other entities within the Group. Accordingly no concentration limit has been assigned to sources of funding.

Liquidity Exposures

	Q4 2024	Q4 2023
Average Liquidity Maintenance Ratio	65.62%	45.71%

The average LMR is calculated based on the arithmetic mean of the average value of LMR for each calendar month during the last quarter of the annual reporting period.

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Liquidity Information
As at 31 December 2024

Maturity Profile

(HKD million)

The following information on maturity profile is prepared in accordance with the HKMA Return on Liquidity Monitoring Tools MA(BS)23 completion instructions

31 Dec 2024													
On-balance sheet liabilities		Total amount	Next day	2 to 7 days	8 days to 1 month	> 1 month up to 3 months	> 3 months up to 6 months	> 6 months up to 1 year	> 1 year up to 2 years	> 2 years up to 3 years	> 3 years up to 5 years	Over 5 years	Balancing amount
1	Deposits from non-bank customers												
	(a) Pledged deposits	-	-	-	-	-	-	-	-	-	-	-	-
	(b) Demand, savings and current account deposits	3,352	3,352	-	-	-	-	-	-	-	-	-	-
	(c) Term, call and notice deposits	9,326	932	1,792	3,228	2,738	490	146	-	-	-	-	-
2	Amount payable arising from securities financing transactions (other than securities swap transactions)	-	-	-	-	-	-	-	-	-	-	-	-
3	Amount payable arising from derivative contracts	82	-	9	6	15	89	1,573	98	-	-	-	-
4	Due to MA for a/c of Exchange Fund	-	-	-	-	-	-	-	-	-	-	-	-
5	Due to overseas central banks	-	-	-	-	-	-	-	-	-	-	-	-
6	Due to banks	758	58	107	101	492	-	-	-	-	-	-	-
7	Debt securities, prescribed instruments and structured financial instruments issued and outstanding	-	-	-	-	-	-	-	-	-	-	-	-
8	Other liabilities	734	588	-	2	77	7	16	41	2	1	-	-
9	Capital and reserves	181	-	-	-	-	-	-	-	-	-	-	181
10	Total	14,433	4,930	1,908	3,337	3,322	586	1,735	139	2	1	-	181
Off-balance sheet obligations													
11	Irrevocable loan commitments or facilities granted												
	(a) With dates and amounts of drawdown ascertained	-	-	-	-	-	-	-	-	-	-	-	-
	(b) Others (not included in sub-item (a))	332	332	-	-	-	-	-	-	-	-	-	-
12	Contractual obligations arising from securities financing transactions (not included in item 2)	-	-	-	-	-	-	-	-	-	-	-	-
13	Contractual obligations arising from derivative contracts (not included in item 3)	-	-	-	-	-	-	-	-	-	-	-	-
14	Off-balance sheet obligations not included in items 11 to 13												
	(a) With dates and amounts of payment ascertained	40	-	-	-	-	-	40	-	-	-	-	-
	(b) Others	-	-	-	-	-	-	-	-	-	-	-	-
15	Total	372	332	-	-	-	-	40	-	-	-	-	-
On-balance sheet assets													
16	Currency notes and coins	-	-	-	-	-	-	-	-	-	-	-	-
17	Amount receivable arising from securities financing transactions (other than securities swap transactions)	-	-	-	-	-	-	-	-	-	-	-	-
18	Amount receivable arising from derivative contracts	229	1	83	34	41	95	1,625	120	3	-	-	-
19	Due from MA for a/c of Exchange Fund	5	5	-	-	-	-	-	-	-	-	-	-
20	Due from overseas central banks	-	-	-	-	-	-	-	-	-	-	-	-
21	Due from banks	4,697	812	1,564	1,228	602	352	139	-	-	-	-	-
22	Debt securities, prescribed instruments and structured financial instruments held (net of short positions)												
	(a) Readily monetizable	3,972	3,972	-	-	-	-	-	-	-	-	-	-
	(b) Not readily monetizable	-	-	-	-	-	-	-	-	-	-	-	-
	(i) Pledged to customers	-	-	-	-	-	-	-	-	-	-	-	-
	(ii) Others	-	-	-	-	-	-	-	-	-	-	-	-
23	Acceptances and bills of exchange held	-	-	-	-	-	-	-	-	-	-	-	-
24	Loans and advances to non-bank customers	5,422	132	2,453	2,113	428	232	64	-	-	-	-	-
25	Other assets	107	70	-	2	4	6	11	6	-	-	-	8
26	Total	14,432	4,992	4,100	3,377	1,075	685	1,839	126	3	-	-	8
Off-balance sheet claims													
27	Irrevocable loan commitments or facilities received												
	(a) With dates and amounts of drawdown ascertained	-	-	-	-	-	-	-	-	-	-	-	-
	(b) Others	388	388	-	-	-	-	-	-	-	-	-	-
28	Contractual claims arising from securities financing transactions (not included in item 17)	-	-	-	-	-	-	-	-	-	-	-	-
29	Contractual claims arising from derivative contracts (not included in item 18)	-	-	-	-	-	-	-	-	-	-	-	-
30	Off-balance sheet claims not included in items 27 to 29												
	(a) With dates and amounts of receipt of payment ascertained	40	-	-	-	-	-	40	-	-	-	-	-
	(b) Others	-	-	-	-	-	-	-	-	-	-	-	-
31	Total	428	388	-	-	-	-	40	-	-	-	-	-
32	Contractual Maturity Mismatch		118	2,192	40	-2,247	99	104	-13	1	-1	-	
33	Cumulative Contractual Maturity Mismatch		118	2,310	2,350	103	202	306	293	294	293	293	

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Liquidity Information
As at 31 December 2024

Maturity Profile
(HKD million)

30 Jun 2024													
On-balance sheet liabilities		Total amount	Next day	2 to 7 days	8 days to 1 month	> 1 month up to 3 months	> 3 months up to 6 months	> 6 months up to 1 year	> 1 year up to 2 years	> 2 years up to 3 years	> 3 years up to 5 years	Over 5 years	Balancing amount
1	Deposits from non-bank customers												
(a)	Pledged deposits	-	-	-	-	-	-	-	-	-	-	-	-
(b)	Demand, savings and current account deposits	3,648	3,648	-	-	-	-	-	-	-	-	-	-
(c)	Term, call and notice deposits	8,993	1,191	1,349	2,826	3,089	451	63	24	-	-	-	-
2	Amount payable arising from securities financing transactions (other than securities swap transactions)	-	-	-	-	-	-	-	-	-	-	-	-
3	Amount payable arising from derivative contracts	99	6	-	8	48	98	2,544	4,984	-	-	-	-
4	Due to MA for a/c of Exchange Fund	-	-	-	-	-	-	-	-	-	-	-	-
5	Due to overseas central banks	-	-	-	-	-	-	-	-	-	-	-	-
6	Due to banks	2,653	59	441	1,456	697	-	-	-	-	-	-	-
7	Debt securities, prescribed instruments and structured financial instruments issued and outstanding	-	-	-	-	-	-	-	-	-	-	-	-
8	Other liabilities	392	278	-	6	4	8	54	41	1	-	-	-
9	Capital and reserves	20	-	-	-	-	-	-	-	-	-	-	20
10	Total	15,805	5,182	1,790	4,296	3,838	557	2,661	5,049	1	-	-	20
Off-balance sheet obligations													
11	Irrevocable loan commitments or facilities granted												
(a)	With dates and amounts of drawdown ascertained	-	-	-	-	-	-	-	-	-	-	-	-
(b)	Others (not included in sub-item (a))	319	319	-	-	-	-	-	-	-	-	-	-
12	Contractual obligations arising from securities financing transactions (not included in item 2)	-	-	-	-	-	-	-	-	-	-	-	-
13	Contractual obligations arising from derivative contracts (not included in item 3)	-	-	-	-	-	-	-	-	-	-	-	-
14	Off-balance sheet obligations not included in items 11 to 13												
(a)	With dates and amounts of payment ascertained	41	-	-	-	-	40	-	1	-	-	-	-
(b)	Others	-	-	-	-	-	-	-	-	-	-	-	-
15	Total	360	319	-	-	-	40	-	1	-	-	-	-
On-balance sheet assets													
16	Currency notes and coins	-	-	-	-	-	-	-	-	-	-	-	-
17	Amount receivable arising from securities financing transactions (other than securities swap transactions)	-	-	-	-	-	-	-	-	-	-	-	-
18	Amount receivable arising from derivative contracts	166	14	9	31	52	100	2,624	5,136	8	-	-	-
19	Due from MA for a/c of Exchange Fund	5	5	-	-	-	-	-	-	-	-	-	-
20	Due from overseas central banks	-	-	-	-	-	-	-	-	-	-	-	-
21	Due from banks	4,079	720	698	1,359	945	294	38	25	-	-	-	-
22	Debt securities, prescribed instruments and structured financial instruments held (net of short positions)												
(a)	Readily monetizable	3,804	3,804	-	-	-	-	-	-	-	-	-	-
(b)	Not readily monetizable	-	-	-	-	-	-	-	-	-	-	-	-
(i)	Pledged to customers	-	-	-	-	-	-	-	-	-	-	-	-
(ii)	Others	-	-	-	-	-	-	-	-	-	-	-	-
23	Acceptances and bills of exchange held	-	-	-	-	-	-	-	-	-	-	-	-
24	Loans and advances to non-bank customers	7,631	838	4,576	1,643	277	126	171	-	-	-	-	-
25	Other assets	114	54	-	2	4	6	11	18	-	-	-	19
26	Total	15,799	5,435	5,283	3,035	1,278	526	2,844	5,179	8	-	-	19
Off-balance sheet claims													
27	Irrevocable loan commitments or facilities received												
(a)	With dates and amounts of drawdown ascertained	-	-	-	-	-	-	-	-	-	-	-	-
(b)	Others	390	390	-	-	-	-	-	-	-	-	-	-
28	Contractual claims arising from securities financing transactions (not included in item 17)	-	-	-	-	-	-	-	-	-	-	-	-
29	Contractual claims arising from derivative contracts (not included in item 18)	-	-	-	-	-	-	-	-	-	-	-	-
30	Off-balance sheet claims not included in items 27 to 29												
(a)	With dates and amounts of receipt of payment ascertained	41	-	-	-	-	40	-	1	-	-	-	-
(b)	Others	-	-	-	-	-	-	-	-	-	-	-	-
31	Total	431	390	-	-	-	40	-	1	-	-	-	-
32	Contractual Maturity Mismatch		324	3,493	-1,261	-2,560	-31	183	130	7	-	-	
33	Cumulative Contractual Maturity Mismatch		324	3,817	2,556	-4	-35	148	278	285	285	285	

Bank J. Safra Sarasin Ltd
Hong Kong Branch
Remuneration Disclosure

1 Governance structure of the remuneration system

The Board of Directors ("the Board") of J. Safra Sarasin Holding Ltd ("the Group") decides on the Group's general principles, key terms of compensation plans, programs, profit sharing schemes, and policies. This Board also decides on the Group's total compensation pool (fixed and variable).

The Board of Bank J. Safra Sarasin Ltd. ("BJSS") decides on benefits and retirement plans (establishment, or change of benefits / retirement plan, funding guidelines and decisions).

Lead by the CEO of BJSS, the Corporate Centre & Logistics Division Head and the Group Head of Human Resources are responsible for preparing and administrating the salary and bonus process and the deferral rules for the Board's review and final approval.

2 Design and structure of the remuneration processes

The Group's compensation framework is applicable to all employees in Hong Kong. It consists of a fixed remuneration (i.e. base salary) and a possibility for a variable remuneration (i.e. discretionary bonus). The base salary is benchmarked against the market, while the discretionary bonus is linked to the Group's performance, the performance of the business unit and the employee's individual performance on achieving pre-defined goals and targets, plus the individual's compliance with directives, guidelines and risk measures. For senior management i.e. the management team and the regional function heads as well as key employees with significant impact to the Group's risk profile, stringent risk-mitigation measures apply.

The discretionary bonus constitutes a voluntary payment and does not suggest entitlement to future bonuses. Under the current Deferral Rules, for any employee with bonus in between CHF 55,000 and CHF 100,000 or local equivalent, CHF 50,000 or local equivalent will be paid in cash and the remaining will be deferred. For any employee with bonus in excess of CHF 100,000 or local equivalent, 50% of the bonus will be paid in cash and the remaining 50% will be deferred. The deferred bonus will be paid in two instalments over two years and it will be linked to the continuous employment of the employee.

3 Remuneration for the senior management and key personnel for the year ended 31 December 2024

	31 Dec 2024		31 Dec 2023	
	HKD'000	HKD'000	HKD'000	HKD'000
a. Outstanding deferred remuneration				
Vested		4,736		5,524
Unvested		11,538		7,127
		<u>16,274</u>		<u>12,651</u>
Cash-based		16,274		12,651
Shares and share-linked instruments		-		-
		<u>16,274</u>		<u>12,651</u>
b. Deferred remuneration awarded, paid out and reduced through performance adjustments				
Awarded		9,146		4,784
Paid out		4,736		5,524
Reduced through performance adjustments		-		-
c. Breakdown of remuneration awards				
	Non-deferred	Deferred	Non-deferred	Deferred
Fixed remuneration				
Cash-based	17,748	-	16,455	-
Shares and share-linked instruments	-	-	-	-
Variable remuneration				
Cash-based	6,915	9,146	8,563	4,784
Shares and share-linked instruments	-	-	-	-
	<u>24,663</u>	<u>9,146</u>	<u>25,018</u>	<u>4,784</u>

During the period of January 2025, the CEO of Bank J. Safra Sarasin Ltd, the Corporate Centre & Logistics Division Head and the Group Head of Human Resources have set up meetings to review the compensation and prepare for Executive Committee and The Board of Directors' discussion. The Board approval of compensation by circular resolution has been concluded in early March 2025.

The aggregate quantitative information on remuneration for the year ended 31 December 2024 disclosed above is for nine senior management and key personnel of the branch (2023: nine). As the above remuneration disclosures pertain to a small number of personnel, the quantitative information on remuneration for senior management and key personnel is not separately disclosed.

During the year ended 31 December 2024, no guaranteed bonuses (2023: Nil), no severance payments (2023: Nil) and no compensation for loss of bonus (2023: Nil) have been awarded to senior management or key personnel.

The senior management and key personnel have responsibilities beyond Hong Kong and, as a result, do not perform services exclusively for the branch. The remuneration disclosed above has been apportioned to reflect each individual's relative contribution to the branch's results for the year ended 31 December 2024.

J. Safra Sarasin Holding Ltd
Group Consolidated Financial Information
As at 31 December 2024

	(Note 1) CHF'000	(Note 1) CHF'000
	31 Dec 2024	30 Jun 2024
Total shareholders' equity including minority interest	5,831,329	6,277,894

Other financial information

Balance sheet :

Total assets	43,205,514	42,802,325
Total liabilities	37,374,185	36,524,431
Due from customers	10,733,446	10,725,877
Due to customers	32,885,683	32,423,872

	31 Dec 2024	31 Dec 2023
Profit and Loss :		
Profit before taxes	592,608	503,991

	31 Dec 2024	30 Jun 2024
Capital adequacy ratio		
CET1 ratio (Note 2)	42.7%	44.8%

Note :

(1) Group consolidated financial information for the year ended 31 December 2024 represented consolidated financial information of J. Safra Sarasin Holding Ltd which is the holding company of Bank J. Safra Sarasin Ltd. The group consolidated financial information has been prepared in accordance with Swiss accounting principles applicable for banks and the requirements of Swiss law.

(2) The calculation is based on the Basel III requirements. The basis used for calculating the adequacy ratio includes an allowance for market risk.