Compagnie Financière Tradition

ANNUAL REPORT '24

Celebrating 65 years of Tradition.

CHAIRMAN'S MESSAGE

In 2024, Compagnie Financière Tradition delivered a strong financial performance in a year characterized by significant shifts in monetary policy, evolving financial conditions, and markets adapting to ongoing uncertainties. The Group achieved robust revenue growth across all regions and asset classes, along with a significant improvement in operational performance, further strengthening its financial position through an increase in shareholders' equity and net cash.

The past year underwent a reconfiguration of economic and financial dynamics. Following a prolonged period of inflationary pressures, economic policy responses varied across regions, reflecting differing constraints and priorities. While some economies introduced renewed fiscal stimulus, others remained cautious, balancing inflation concerns with financial stability. This resulted in a more complex environment where market participants had to adjust to shifting interest rate expectations, fluctuating liquidity conditions, and evolving regulatory priorities. Meanwhile, although the energy sector was more stable than in previous years, it remained sensitive to geopolitical developments and energy policy adjustments. At the same time, financial markets experienced renewed volatility, leading to a reassessment of risks and opportunities.

In this environment, the Group's consolidated revenue (including the share of joint ventures) reached CHF 1,132.8 million, compared to CHF 1,053.9 million in 2023, representing an 11.0% increase at constant exchange rates in 2024.

The earnings before interest, taxes, and depreciation (including the share of joint ventures) amounted to CHF 176.5 million, up from CHF 151.9 million in 2023, reflecting a 19.7% increase at constant exchange rates, with a margin of 15.6% compared to 14.4% the previous year.

As a result, consolidated net profit reached CHF 123.3 million, up from CHF 101.1 million in 2023, while net profit attributable to the Group reached CHF 115.6 million, compared to CHF 94.4 million in 2023, reflecting an increase of 27.0% at constant exchange rates.

At the Annual General Meeting on May 22, 2025, the Board of Directors will propose a cash dividend distribution of CHF 6.75 per share, reflecting both the Group's strong performance and its ongoing commitment to creating value for shareholders.

I would like to extend my sincere gratitude to our employees for their dedication and commitment throughout this demanding year, as well as to our shareholders for their continued trust and loyalty. As we celebrate our 65th anniversary and 45 years of presence in Singapore, Compagnie Financière Tradition is well positioned to navigate future challenges and seize new opportunities with confidence.

Patrick Combes

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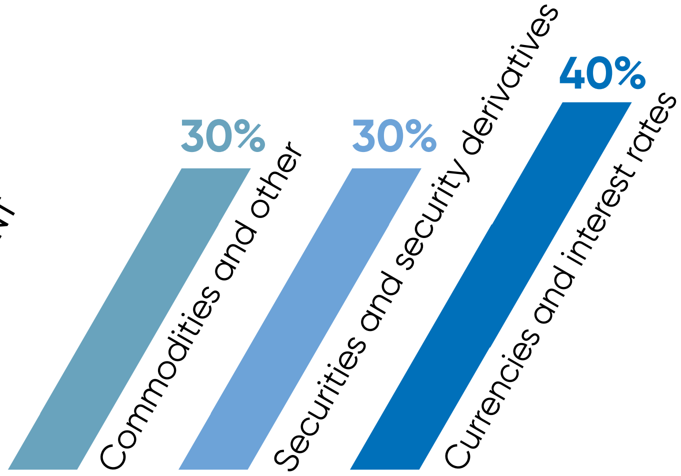
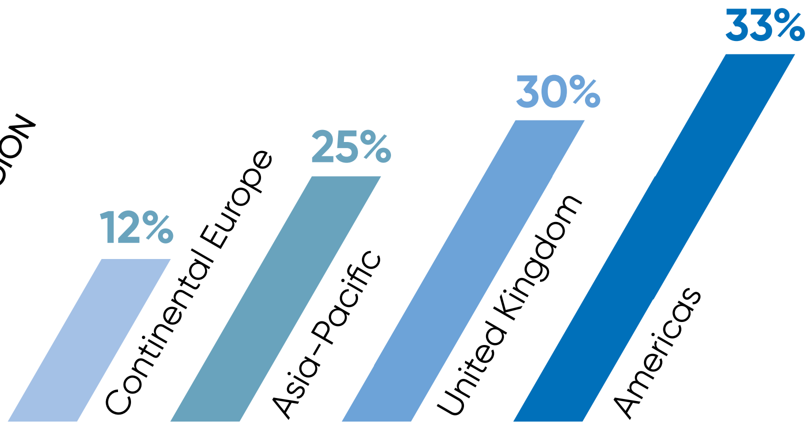
KEY FIGURES

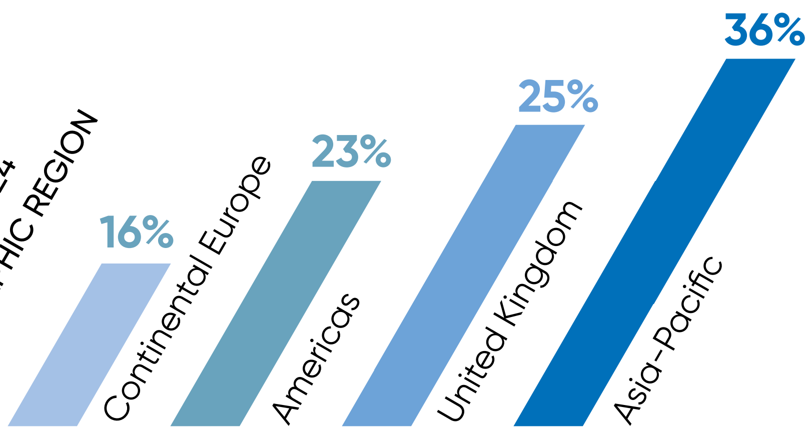
REVENUE
BY PRODUCT SEGMENT



REVENUE
BY GEOGRAPHIC REGION



HEADCOUNT
AT 31 DECEMBER 2024
BY GEOGRAPHIC REGION



REVENUE (CHFm)

1'051.6 +10.4%*
2023: 982.4

INCLUDING SHARE OF JOINT VENTURES

1'132,8 +11.0%*
2023: 1'053.9

EBITDA (CHFm) INCLUDING SHARE OF JOINT VENTURES

176.5 +19.7%*
2023: 151.9

Margin of 15.6%
(2023 : 14.4%)

OPERATING PROFIT (CHFm)

125.4 +21.6%*
2023: 105.5

INCLUDING SHARE OF JOINT VENTURES

152.4 +23.2%*
2023: 127.7

PROFIT BEFORE TAX (CHFm)

153.5 +24.6%*
2023: 127.2

NET PROFIT ATTRIBUTABLE TO SHAREHOLDERS (CHFm)

115.6 +27.0%*
2023: 94.4

EQUITY/ SHAREHOLDERS' EQUITY (CHFm)

505.9/483.0
2023: 426.0/405.1

Return on equity in 2024: 26%
(2023: 23%)

*At constant exchange rates

MANAGEMENT REPORT

Information for shareholders

« Compagnie Financière Tradition SA shares closed the year up 56.4%, at CHF 184.5, giving the Company a market capitalisation of CHF 1,416.5m at 31 December 2024. Its two benchmark indices, the Swiss Market Index (SMI) and the SPI EXTRA, ended the year up 4.2% and 1.2% respectively. »

Compagnie Financière Tradition SA shares closed the year up 56.4%, at CHF 184.5, giving the Company a market capitalisation of CHF 1,416.5m at 31 December 2024. Its two benchmark indices, the Swiss Market Index (SMI) and the SPI EXTRA, ended the year up 4.2% and 1.2% respectively.

SHARE PRICE

The share price began the year at CHF 118.0 and remained stable throughout January. It then trended steadily upwards for the rest of the year, hitting a closing high of CHF 184.5 on 30 December, with an average daily trading volume of 1,700 shares.

STOCK MARKET DATA

(CHF) (except number of shares)	2024	2023
Number of shares at 31 December	8,092,385	7,746,385
Number of outstanding shares at 31 December	7,677,328	7,478,270
Market capitalisation at 31 December	1,416,467,000	882,436,000
52-week high	184.5	123.0
52-week low	116.0	104.0
Year-end closing price	184.5	118.0
Average daily volume in number of shares	1,700	1,300
PER(1) at 31 December	12.3	9.4
PER(2) at 31 December	2.9	2.2

(1) Price Earnings Ratio

(2) Price to Book – attributable to Company shareholders

CONSOLIDATED OPERATING PROFIT PER SHARE

(CHF) **16.4** **+17,9%***

2023: 14.2

NET PROFIT ATTRIBUTABLE TO SHAREHOLDERS PER SHARE

(CHF) **15.1** **+23,2%***

2023: 12.7

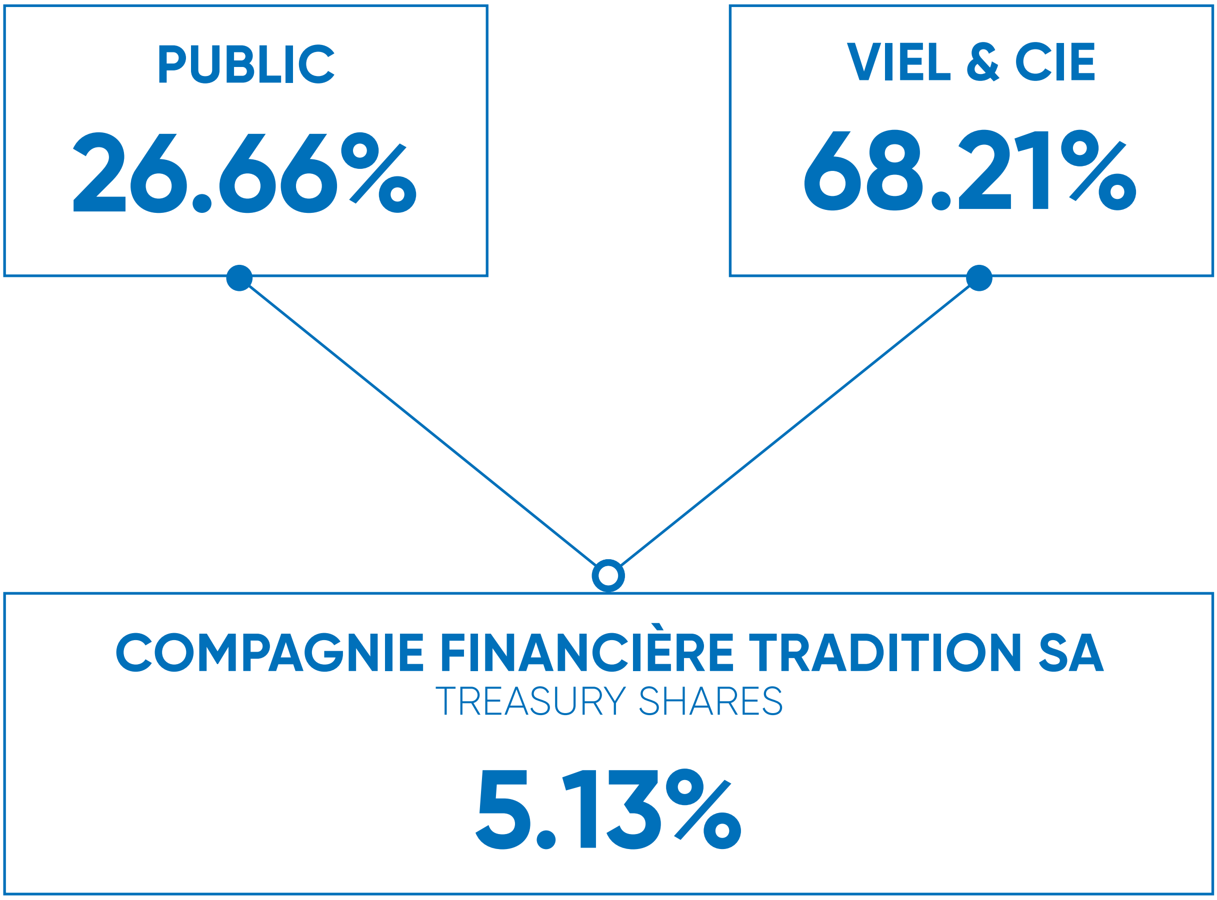
DIVIDEND PER SHARE

(CHF) **6.75** **+12,5%**

2023: 6.00

*At constant exchange rates

Simplified group structure
At 31 December 2024



FACT FILE

The financial year runs from 1 January to 31 December.

ISIN Code:
CH0014345117
Unit of trade:
1 share
Nominal value:
CHF 2.50

Shares are traded on the SIX Swiss Exchange and on the third compartment of the Frankfurt Stock Exchange.

CONTACTS

Compagnie Financière Tradition SA
Investor relations

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Tél: 41 (0)21 343 52 87
www.tradition.com

Updated information on share price, press releases, financial calendar, key figures, and presentations may be found on the Group's website.

Contact us: actionnaire@tradition.ch

Tradition, a global platform

« Tradition plays a vital role in ensuring the efficient operation of markets across various asset classes »

Founded in 1959 in Lausanne, and listed on the Swiss Stock exchange since 1973, we are a leading global financial firm offering hi-touch, hybrid and electronic execution as well as information services. Our client base is comprised of the largest bank and non-bank financial institutions active in the financial and commodity-related markets, such as investment banks, commercial banks, hedge funds, asset managers, electronic market makers, and the largest corporations whenever directly active in hedging and trading activities such as the energy sector. We constitute a conflict-free and highly efficient venue for our global network of clients to trade, offset positions and transfer risks amongst market participants. Since 1996, when VIEL & Cie acquired a majority stake in Compagnie Financière Tradition SA ("CFT" or "Tradition"), we have significantly extended the size and footprint of our operations, primarily through organic growth, and become one of only a few truly global firms in our ever-changing industry.

TRADITION MARKETPLACE

Providing market intelligence and data, fostering price discovery, connecting liquidity

CLIENTS **7,500+**

PRODUCTS **200+**

DESKS **300+**

NOTIONAL VOLUMES **250,000+** billion

ASSET CLASSES **5**

CURRENCIES **80+**

PRODUCT GROUPS **25+**

OF TRADITIONDATA OTC DATA PACKAGES **230**

A LEADING GLOBAL PARTNER FOR OUR 7500+ CLIENTS IN NAVIGATING FINANCIAL AND COMMODITY-RELATED MARKETS

We are a marketplace facilitating trading amongst financial institutions and other professional trading participants that are the most active in the markets. Our salesforce is comprised of around 1,500 brokers located in more than 30 countries. They execute more than 3 million transactions per year for their clients, representing notional volumes above 200,000 billion dollars. These trades vary in scale and liquidity, from the simplest to the most complex, the most liquid to the most illiquid. Our activities contribute to helping our clients navigate imbalances between supply and demand or situations of local or global market crisis.

Due to our central position as a wholesale intermediary, and like other providers of market infrastructure such as exchanges or electronic trading venues, we provide a critical contribution to the efficient functioning of markets across a variety of asset classes. We are also actively contributing to the development of active and deep secondary markets, be it in emerging economies or for new instruments.

The key to our success is our ability to understand the evolving needs of our extensive and long-established network of clients, together with a solid expertise in derivatives markets. This is underpinned by sustained investments in proprietary technology in order to provide customised trading protocols in all market conditions, from electronic and hybrid execution to high-touch broker services.

A BUSINESS MODEL ENSURING BEST-IN-CLASS EXECUTION SERVICES

We are a one stop shop that fosters price formation and transactional liquidity. We match transactions between buyers and sellers in a wide variety of cash and derivatives, over-the counter (OTC), CCP-cleared and exchange-traded financial instruments, both in global and local markets. By providing transparency without detriment to liquidity, we help our clients source prices and counterparties.

Our clients have access to a global network, in-depth market intelligence, specialised knowledge of local markets and products, and large pools of liquidity. They benefit from the anonymity that reduces the market impact of placing orders. For this, brokers are organised in around 300 different desks, each representing a centre of expertise in a given market segment.

Operating on the basis of a pure agency model with no conflict of interest and no position-taking, our revenues primarily consist of commissions earned by matching trades, and only if a trade is matched. This very competitive business model based on high volume and low commission rates, compared to that of an exchange for example, implies that we keep a continuous focus on excelling in serving our client base. This translates into the best possible service and the tightest market prices for them.

This is also a highly scalable business model with a strong operating leverage when market volumes surge. Since 2011, we have proactively developed global trading solutions with clients and, wherever possible, such as for Trad-X (www.trad-x.com), an electronic trading platform for interest rate swaps, in partnership with them. In December 2022, we announced the acquisition of MTS Markets International Inc., renamed Bonds.com (www.bonds.com), which operates BondsPro, an electronic trading platform for corporate bonds. Our objective is to continue to extend our positioning and capabilities in electronic broking and to deliver efficiency and excellence in hybrid execution and high-touch broker services thanks to continuing investment in proprietary technology.

All of our activities operate within an extensively regulated framework.

TRADITIONDATA, FROM ANCILLARY TO CORE

There is a growing demand for financial market information fuelled by the combination of regulatory requirements and data analytics advancements. This has led us to develop TraditionData, (www.traditiondata.com), a division dedicated to data commercialisation either directly or through data vendors. TraditionData has its own product specialists and universe of clients.

Initially viewed as an ancillary business, it is becoming core with significant growth opportunities. First, clients are looking for independent sources of reliable price and volume information for OTC markets, and the addressable market is expanding for real-time, end of day, historical data sets, and also analytics. Moreover Tradition and its peers are lagging behind the exchanges in terms of ability to monetise their data assets. Finally, TraditionData is still small in terms of percentage of total revenues compared to the benchmark in our industry.

This is a business with recurring revenues and a high level of margin.

WELL-POSITIONED IN FAST-CHANGING MARKETS AND GUIDED BY CORE VALUES AND KEY PRINCIPLES

With our sizeable market share, diversified revenue across time zones, and a strong balance sheet, we are well-positioned in our industry to continue anticipating the evolution of the markets, whether in terms of products, geographies, customers or regulation.

Our industry has historically been agile and quick to adapt to market cycles, competition, new geographies, product innovation, or structural changes driven for example by technology or regulations. There are new growth opportunities to be seized by global firms like Tradition that can leverage a combination of operational flexibility, extensive IT and compliance capabilities.

Tradition has a long-term commitment to industry leadership and will continue to represent one of the largest networks and deepest pools of liquidity.

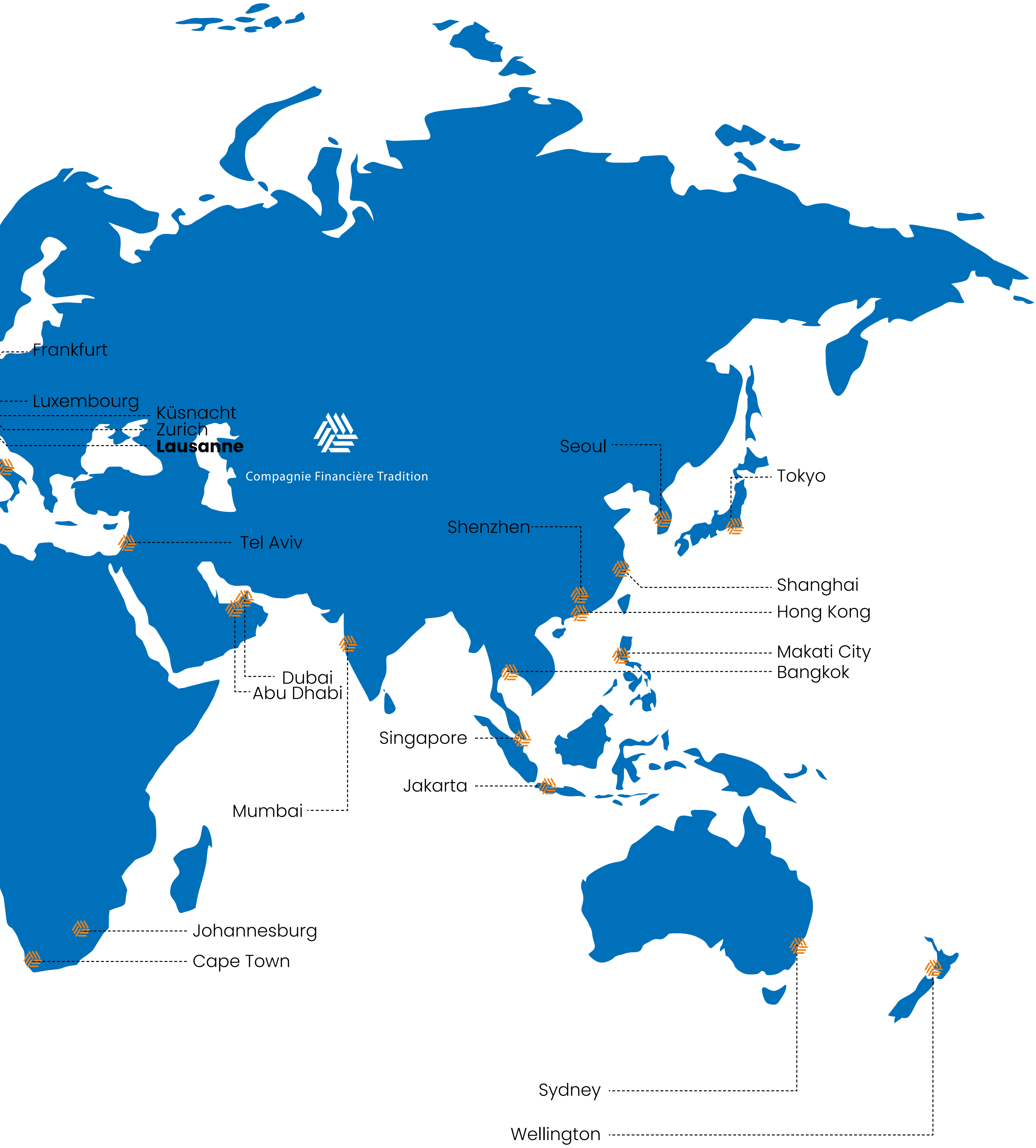
We have an established track record of organic growth and responsiveness to the evolving needs of our clients. We have also demonstrated our ability to adjust to intense operating conditions when necessary, including after the Lehman crisis or, more recently, during the extraordinary context of the Covid-19 pandemic in 2020.

Tradition is also founded on long-established core values and key principles that have governed us from the outset.

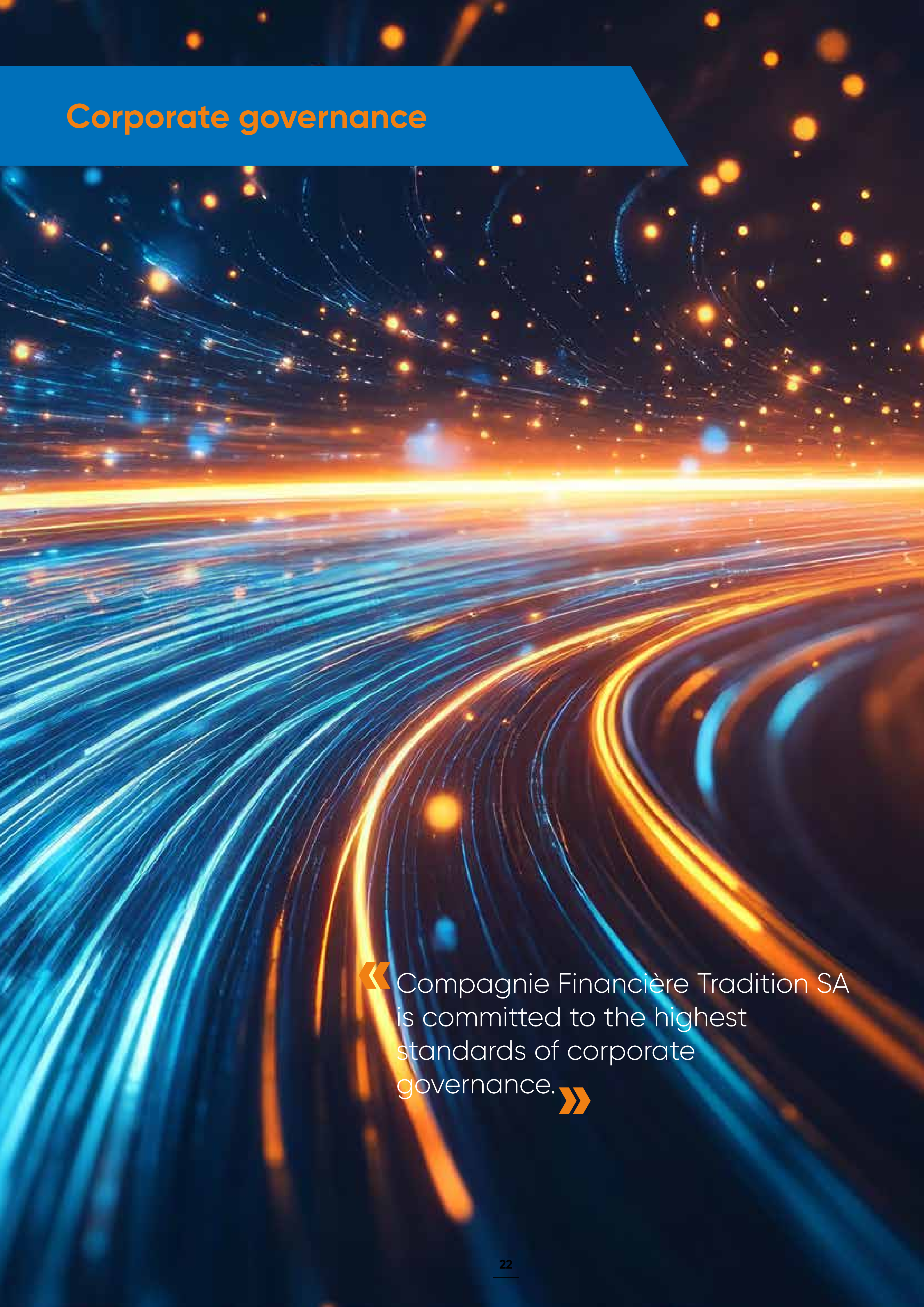
- A commitment to the highest standards of transparency as a listed company since 1973 and a bond issuer since 2013;
- Strategic decisions taken with a long-term view as a family-owned Group, consistently focused on responsible action, sound financials, and delivering sustainable returns to the shareholders;
- Talent attraction and retention across the extensive network of local offices, hence diverse and highly skilled teams of employees, a key success factor for delivering a best-in-class service to our clients and ensuring a continuing competitive edge in an evolving marketplace;
- A commitment to reputation, good corporate citizenship, risk management in all its forms, business conduct and ethical behaviour in a highly regulated industry.

A diversified geographical presence


Amsterdam
Brussels
London
Paris
Geneva
Monaco
Madrid
Milan
Rome
Boston
Stamford
New York
New Jersey
Chicago
Dallas
Houston
Miami
Mexico
Puerto Rico
Bogota
Santiago
Buenos Aires


Frankfurt
Luxembourg
Küsnacht
Zurich
Lausanne
Compagnie Financière Tradition
Seoul
Tokyo
Shenzhen
Tel Aviv
Shanghai
Hong Kong
Makati City
Bangkok
Dubai
Abu Dhabi
Singapore
Jakarta
Mumbai
Johannesburg
Cape Town
Sydney
Wellington

Corporate governance



« Compagnie Financière Tradition SA is committed to the highest standards of corporate governance. »

A balance between management and control promotes the long-term success of the Group's business. To ensure transparency in shareholder relations, the Company adopted and implemented a number of measures in compliance with the provisions of the SIX Exchange Regulation «Directive on Information Relating to Corporate Governance» (DCG), the latest version of which entered into force on 1 January 2023.

CAPITAL

The Company's capital consists of a single class of fully paid-up bearer shares, with a nominal value of CHF 2.50 each. The shares are registered with the SIX SIS SA central securities depository. All duly registered shares carry the right to a dividend. The amount of the authorised capital and conditional capital, as well as the changes in share capital over the past three years are presented in the notes to the financial statements on pages 148 and 149. Share options awarded to Group employees are disclosed on pages 112 and 113.
Compagnie Financière Tradition SA had no dividend-right certificates or participation certificates at 31 December 2024, and the Company had no convertible loans outstanding at that date.
There is no restriction on the transfer of Compagnie Financière Tradition SA shares.
In order to optimise the Group's capital allocation, the Board of Directors embarked on a share buyback programme of up to 300,000 shares, which began in August 2023 and will run until May 2026 at the latest. Implementation of the programme is subject to market conditions and regulatory approvals. The buyback is being carried out via a second trading line on the SIX Swiss Exchange. Shares repurchased under the programme are expected to be cancelled subject to shareholder approval.

GROUP STRUCTURE AND MAJOR SHAREHOLDINGS

Compagnie Financière Tradition SA is a holding company which controls and consolidates the operating entities of the Tradition Group. The Group is organised and managed on a regional basis by regional operational managers.
A simplified Group structure is presented on page 13 and the basis of consolidation is set out on pages 133 to 136. The Group's major shareholders are shown on page 148. To our knowledge, no other shareholder held over 3.00% of the voting rights on 31 December 2024. To the Company's knowledge there were no shareholder agreements and there were no cross-shareholdings exceeding 5.00% of the voting rights or share capital at that date. Reporting information submitted to the SIX Swiss Exchange concerning shareholdings may be found at https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/.

GENERAL MEETING AND SHAREHOLDERS' PARTICIPATION RIGHTS

Each share carries the right to one vote, in accordance with Article 15 of the Articles of Association. The Company's Articles of Association do not provide for any restriction on shareholders' statutory rights, other than in respect of attendance at a General Meeting. Article 14 stipulates that "a shareholder may only be represented at the General Meeting by his legal representative, another shareholder attending that meeting in possession of an instrument of proxy, or by the independent proxy". Article 16 provides that the General Meeting may transact business irrespective of the number of shareholders present or shares represented, subject to statutory requirements and the cases contemplated under Article 17. The resolutions and elections put to the vote of the General Meeting are decided by an absolute majority of the votes attached to the shares represented. If a second ballot is required, a relative majority is sufficient.
Article 16 also provides that in the case of an equality of votes, the Chair will have the casting vote. As a general rule, the vote is decided on a show of hands; elections are decided by a poll unless the General Meeting resolves otherwise. In addition, Article 17 of the Articles of Association provides that "A resolution of the General Meeting shall require the affirmative vote of no less than two thirds of the votes attached to the shares represented and a majority of the nominal values of the shares represented at a General Meeting for the purpose of: (1) An alteration to the Company's object. (2) The consolidation of shares, provided the consent of all shareholders concerned is not required. (3) An increase in share capital using existing equity, against contributions in kind or by way of set-off, and for the granting of special advantages. (4) The limitation or disapplication of a pre-emptive right. (5) The creation of conditional capital or the introduction of a capital band. (6) The conversion of participation certificates into shares. (7) A restriction on the transferability of registered shares. (8) The introduction of shares with preferential voting rights. (9) A change in the currency of the share capital. (10) The introduction of a casting vote for the chair at the General Meeting. (11) The introduction of a provision in the Articles of Association providing for the General Meeting to be held abroad. (12) The delisting of the company's equity securities. (13) The transfer of the registered office of the Company. (14) The introduction of an arbitration clause in the Articles of Association. (15) The extension or restriction of the scope of the Company's operations. (16) Decisions reserved to the General Meeting under the Merger Act, subject to cases where a more restrictive majority is required by that Act. (17) The dissolution of the Company.
In accordance with Article 14 of the Articles of Association, the General Meeting elects an independent proxy each year. When selecting an independent proxy, the independence criteria set out in Article 689c of the Swiss Code of Obligations (CO) must be observed. For 2024, the General Meeting

elected Christophe Wilhelm, attorney and founder of the law firm Wilhelm Gilliéron Avocats SA, Avenue de Rumine 13, 1001 Lausanne. Compagnie Financière Tradition SA has no contractual ties with that firm.

Pursuant to Article 699(3) CO, shareholders who together represent at least 5% of the share capital may request the convening of a General Meeting.

According to Article 11(2) of the Articles of Association, an Extraordinary General Meeting must convene within forty days following the request to call a meeting.

As a rule, the General Meeting is convened at least twenty days prior to the appointed date, by notice published in the Swiss Official Gazette of Commerce. The notice convening the meeting must state the date, time, form and place of the meeting, the items of business on the agenda, motions of the Board of Directors, a brief statement of the reasons, and the items of business of shareholders who have requested the convening of the Meeting or an item of business to be included on the agenda, and, in the case of elections, the names of the candidates standing for election. The name and address of the Independent Proxy must be mentioned where applicable, as well as the conditions for granting powers and instructions to proxies.

BOARD OF DIRECTORS AND EXECUTIVE COMMITTEE

BOARD OF DIRECTORS

The Board of Directors of Compagnie Financière Tradition SA comprised eight members at 31 December 2024. At the General Meeting of 21 May 2024, seven Directors were re-elected to office for a term of one year and Christophe Hémon was elected for a term of one year. Eric Solvet was not re-elected.

With the exception of the Chair, Patrick Combes, all other members of the Board are independent directors.

They did not previously hold office in any governing bodies of Compagnie Financière Tradition SA or any of its subsidiaries, nor did they have any business relations with Compagnie Financière Tradition SA and its subsidiaries at 31 December 2024.

A detailed career history and the offices held by each of the directors are shown on pages 33 to 36. In accordance with Article 20 of the Articles of Association, Directors are elected individually for a one-year term which commences at the Annual General Meeting at which they are elected and terminates at the end of the Annual General Meeting the following year. They are eligible for re-election. The Chair of the Board of Directors is also elected by the General Meeting, from among the members of the Board. The Chair's term of office expires at the end of the next Annual General Meeting and they are eligible for re-election (Article 21 of the Articles).

The Board of Directors exercises the powers and duties conferred on it by law (Article 716a CO), the Articles of Association and the Company's Rules of Procedure. The Articles of Association are available on our website at https://www.tradition.com/about-us/articles-of-association.aspx, and the Rules of Procedure are available at https://www.tradition.com/about-us/board-of-directors.aspx; (both in French only).

In particular, the Board takes all decisions in all areas that are not reserved to the General Meeting or any other governing body. It manages the Company at the highest level and exercises strict oversight at all times over the Management and persons empowered to represent the Company, to ensure they comply with the law, the Articles of Association, the regulations, and issued instructions. The Board of Directors may at any time appoint and dismiss the persons responsible for managing and representing the Company. It may at any time and with immediate effect, withdraw their right to represent the Company in dealings with third parties, subject to their rights under an employment contract.

The Board of Directors has the following non-transferable and inalienable powers and duties (Article 26 of the Articles):

- the overall management of the company and issuing the required directives;
- determining the Company's organisation;
- organising the accounting, financial control and financial planning systems;
- appointing and dismissing persons responsible for managing and representing the Company;
- overall supervision of the persons entrusted with managing the company, in particular with regard to compliance with the law, articles of association, operational regulations and directives;
- preparing the annual report and the remuneration report;
- preparing the General Meeting and implementing its resolutions;
- determining the method of payment of the dividend;
- establishing and closing subsidiaries and branches;
- filing an application for a debt restructuring moratorium and informing the court in the event of over indebtedness.

The Board of Directors defines the Group's strategy and establishes guidance. It adopts the annual budget within which the Executive Board operates.

The Board of Directors delegates all day-to-day management of the Company to the Executive Board (Article 25 of the Articles). At each of its meetings, the Board of Directors is briefed by its Chair on the Executive Board's management of the Company, which enables it to monitor the way in which the Executive Board discharges the responsibilities assigned to it. The Board of Directors meets when the half-year and annual accounts are closed, at each General Meeting, and as required by Company business. In 2024, the Board held five meetings, which lasted an average of about three and a half hours, and six meetings which lasted an average of about one hour. Director attendance at meetings was as follows: Patrick Combes 100%; Alain Blanc-Brude 100%; Jean-Marie Descarpentries 100%; Christian Goecking 100%; Christophe Hemon 80%; Marco Illy 100%; Robert Pennone 100%; Christian Baillet 80%. The Board of Directors and the Audit Committee submit to a self-evaluation process by completing a questionnaire designed to measure their performance.

The Audit Committee is composed of four members: Robert Pennone (Chair), Jean-Marie Descarpentries, Christophe Hemon and Christian Baillet. All the members are independent and non-executive. They all have the required experience and knowledge in matters of accounting standards, finance, and auditing to carry out their remit. The role of the Audit Committee is to assist the Board of Directors in its task of overseeing the financial reporting process, the internal control of financial reporting, the internal and external auditing process, and Company procedures aimed at ensuring compliance with the law, regulations and the Swiss code of best practice.

The Audit Committee also reviews the performance, effectiveness and fees of the independent auditors, and ensures that they maintain their independence.

It examines the effectiveness of the cooperation of all the financial and risk management departments with the independent auditors. The Committee has the necessary powers and authority to carry out or approve investigations into all areas within its sphere of competence. Senior management attends its meetings as necessary.

The auditors are also invited to attend all meetings at which the Committee reviews the half-year and year-end accounts. They submit a detailed report on the auditing process, important matters relating to the application of accounting standards and reporting, and the results of the examination of the compliance system.

Minutes of the Audit Committee meetings are forwarded to the Board of Directors. The Committee held six meetings in 2024, which lasted an average of about three and a half hours.

The Group Chief Financial Officer chairs four Regional Audit Committees which also include the Group Chief Legal Officer and the head of compliance and operational risks. The London Regional Audit Committee is chaired by a director of the Board of the Board of Directors of Tradition London Group; the Group Chief Legal Officer and Group Chief Financial Officer are also members.

The role of these Regional Audit Committees is to review the effectiveness of the internal control environment in the Group entities, particularly with regard to the closing of the annual and half-yearly accounts. The Regional Audit Committees submit periodic reports to the Group Audit Committee.

The Remuneration Committee is chaired by Robert Pennone and comprises two members – Robert Pennone and Christian Goecking, both independent and non-executive members. The Committee makes recommendations to the Board of Directors regarding compensation schemes and policies and, more specifically, the remuneration of Executive Board members, share option schemes, and other incentive schemes. It met once in 2024 for a one-and-a-half-hour meeting.

In accordance with, Article 733 CO, the members of the Remuneration Committee are individually elected each year by the General Meeting.

The Committees set up by the Board of Directors have an advisory role and no decision-making powers. Their responsibility is to make recommendations to the Board of Directors, which then takes decisions.

The Group Chief Legal Officer, William Wostyn, is Secretary to the Board of Directors and its committees. In accordance with Article 21 of the Articles of Association, the Board of Directors appoints a secretary, who may be chosen from outside the Board.

The Board of Directors and its committees are actively supported by the Executive Board, which attends meetings when invited. At these meetings the Executive Board briefs the directors on its management, business operations, and the most significant developments concerning the Company and its direct and indirect subsidiaries. Depending on the agenda set by the Chair of each of the Committees, one or more Executive Board members or department heads are invited to attend the meetings, to provide information required by the Committee members and answer questions. However, no Executive Board members attend the Remuneration Committee.

Outside these meetings, the Chair of the Board of Directors is kept regularly informed on the day-to-day management of the Company. In particular, a Management Information System (MIS), at the holding company level, allows regular and frequent monitoring of performance and comparison with targets. This monitoring is carried out on a daily, monthly, quarterly or annual basis, depending on the criteria, and includes all Group subsidiaries. It entails comparison with the previous year's results and, more particularly, with the current year's budgets and targets.

In addition, risk management and internal audit operations have been set up, which are described in more detail on pages 30 and 31.

EXECUTIVE COMMITTEE

The Executive Board is composed of the regional managers of Tradition Group's operating entities (Americas, EMEA, Asia-Pacific), who are directly employed by the regional entities, as well as the Group Chief Financial Officer and the Strategic Marketing Director. They meet periodically as an Executive Committee, and exercise the powers conferred on them by the Rules of Procedure (https://www.tradition.com/media/315351/cft-rules_of_organisation-2021.pdf - French only).

The Board of Directors delegates all day-to-day management of the Company to the Executive Board. Each regional manager manages the Group's subsidiaries under their responsibility, applying the strategy and budget established by the Board of Directors, having regard to any restrictions on their delegation of powers.

All Executive Board members report regularly to the Chair of the Board of Directors on the day-to-day management of the Company, and provide him with timely information on all events and significant changes within the Group.

This Committee is joined by the Group Chief Legal Officer (Secretary to the Board of Directors and the Executive Committee). The Board of Directors' strategy, as well as its development priorities and the action required to comply with its guidelines are communicated through the Executive Committee. It prepares the annual budget, which is then presented to the Board of Directors for approval, and ensures that it is complied with and monitored as part of regional operational management. A detailed description of the career paths of the Executive Committee members, including their education, career history, and positions within Compagnie Financière Tradition SA are disclosed on pages 39 and 40.

Members of the Executive Board do not hold any other positions in governing or supervisory bodies of major Swiss or foreign, private or public corporations, foundations or institutions. They do not exercise any management or advisory functions on behalf of major Swiss or foreign interest groups, and do not hold any official position or political office.

There were no management contracts between Compagnie Financière Tradition SA and any companies or persons outside the Group at 31 December 2024.

SHAREHOLDINGS OF DIRECTORS AND EXECUTIVE BOARD MEMBERS

Pursuant to Article 734d CO, shareholdings in the Company at 31 December 2024 as well as conversion rights, and share options held by Directors, Executive Board members and others in a close relationship with them, are disclosed on page 158.

REMUNERATION OF DIRECTORS AND EXECUTIVE BOARD MEMBERS

Pursuant to Articles 734b and 734c CO, compensation paid, as well as guarantees, loans, advances or credit granted by Compagnie Financière Tradition SA or any of its subsidiaries to Directors, Executive Board members, and others in a close relationship with them, are disclosed in the remuneration report on pages 156 and 157.

Under Article 33 of the Articles of Association, Directors and Executive Board members may hold the following maximum number of positions in governing or administrative bodies of legal entities required to be registered with the Commercial Registry, or with a similar registry abroad, and which are not controlled by the Company or do not control the Company:

- in Swiss or foreign companies whose shares are listed on the stock exchange: five;
- in Swiss or foreign companies whose shares are not listed on the stock exchange: fifteen;
- in other entities with an essentially nor-for-profit object: ten.

The Articles of Association set out the provisions applicable to performance-based compensation and the granting of equity securities, conversion rights and options (Articles 29 to 30), additional amounts that may be paid to members of the Executive Committee appointed after approval of compensation by the General Meeting (Article 32), loans, credit facilities and pension benefits granted to Executive Board members and Directors (Article 29) and the vote on compensation by the Annual General Meeting (Article 31).

Details of these provisions may be found on our website: http://tradition.com/media/219419/CFT_Statuts.pdf (French only).

Each year, the Remuneration Committee recommends the remuneration terms for Directors, and these are submitted to the General Meeting for approval. The Remuneration Committee meets at least once a year to discuss the components, principles and levels of compensation and informs the Board of Directors of its proceedings and resolutions at the next Board meeting.

They are presently defined in the form of directors' fees. The annual compensation for each director comprises a fixed fee of CHF 20,000, with the exception of the Chair who does not receive remuneration, and a variable fee of up to CHF 10,000 related to attendance at Board meetings during the year. Each Director serving on the Audit Committee receives additional annual compensation of CHF 20,000. Each Director serving on the Remuneration Committee receives additional annual compensation of CHF 10,000.

The maximum total remuneration for the Board of Directors is now approved by the General Meeting each year for the following calendar year.

The Chair of the Board of Directors defines the terms of remuneration for Executive Board members after consultation with the Remuneration Committee. Given the specific nature of the activities, the very limited number of comparable companies in this sector, and the quality and relevance of the information available, the use of "comparatives" is not appropriate.

Remuneration is set on the basis of direct negotiations with the executives concerned, the relative scale and weight of the activities they supervise, their ability to implement the Group's strategy taking into account both business development and profitability requirements, and the remuneration practices of leading competitors in the business sector in which the Company operates, insofar as they are known. These remuneration terms are then submitted to the General Meeting for approval. For operational members, they include a fixed salary as well as a performance-related payment linked to the operating performance of the subsidiaries they manage (without weighting relative to other objectives), or a discretionary bonus with a minimum guarantee where appropriate. Functional members receive a fixed salary and a discretionary bonus. The discretionary bonuses are set by the Chair of the Board of Directors, and may be quarterly or annual depending on the case. The Chair and Executive Board members do not take part in the deliberations of the Remuneration Committee, which determines the level of remuneration.

As a guide, in 2024, the variable part represented between 0% and 61% of total compensation. It consisted of a percentage of the operating profit of entities under the responsibility of the relevant operational members of the Executive Board.

These compensation components are paid in cash. The Remuneration Committee briefs the Board of Directors at least once a year on Executive Board compensation.

As part of our compensation structure, options may be awarded to Directors or Executive Board members on a discretionary basis with the aim of encouraging their contribution to the Company's growth over the long-term. Such awards have no fixed frequency and are decided by the Board of Directors after consultation with the Remuneration Committee.

In 2024, the Board of Directors awarded 1000 options to each Director and a total of 75,000 options was awarded to the Executive Board. The status of existing options is set out on page 158. Further information will be provided in the annual report if and when new options are awarded.

Executive Board members may also receive benefits in kind, such as insurance premiums.

No Directors or Executive Board members received any additional fees from Compagnie Financière Tradition SA in 2024.

The General Meeting approves total remuneration in accordance with the provisions of the Articles of Association.

As the General Meeting approves the remuneration of Executive Board members in advance, provisions must be made for situations in which a person joins the Executive Board or is promoted after the remuneration has been approved. An additional amount, not exceeding 50% of the last approved budget, is available to fund such cases, in accordance with Article 735a CO. The Company did not use the services of external consultants when setting any of this remuneration.

TAKEOVERS AND DEFENSIVE MEASURES

The Articles of Association do not contain any "opting out" or "opting up" clauses. The employment contracts of operational members of the Executive Board, like those of senior executives of the Group, do not generally contain any specific provision with respect to a change in control of Compagnie Financière Tradition SA, with the exception of the employment contracts of two Executive Board members. These contracts contain a clause providing for the executives to retain office under identical employment conditions for the duration of their contracts in the event of a change in control of the Company, and, for one of them, a right to early termination of the contract upon three months' notice and an indemnity of no more than twelve months' salary.

The option schemes provide for early exercise in the event of a change in control of the Company, in which case the options may be exercised within nine months of the event.

INFORMATION POLICY

Relevant events	2024	2025
Publication of the annual report	25 April	25 March
Publication of the half-year report	30 August	29 August
Date of General Meeting	21 May	22 May
Date of balance sheet conference	22 March / 30 August	21 March / 29 August

Compagnie Financière Tradition SA releases consolidated revenue figures on a quarterly basis, and consolidated results on a half-yearly and annual basis. It also issues information concerning all events that may affect its share price, in accordance with the requirements of Articles 53 and 54 of the Listing Rules.

To register to receive push notifications, please visit our website at http://www.tradition.com/financials/press-releases/news-by-email.aspx. Our financial reports are available on our website at http://www.tradition.com/financials/reports.aspx; press releases may be found at https://www.tradition.com/financials/ad-hoc-announcement-pursuant-to-art-53-lr.aspx.

Permanent sources of information and contact addresses are shown below and may also be found on our website www.tradition.com:

Compagnie Financière Tradition SA
Investor relations
11, rue de Langallerie, CH-1003 Lausanne
Tel.: 41 (0) 21 343 52 87
Contact us: actionnaire@tradition.ch

BLACKOUT PERIOD

Under Article 8 of the Rules of Procedure, Directors and Executive Board members and persons closely associated with them, may not purchase or sell the Company's shares in the 10 trading days prior to the publication of the Group's interim and annual consolidated financial statements.

RISKS

GENERAL RISKS RELATED TO BROKING OPERATIONS OF CIOCOMPAGNIE FINANCIÈRE TRADITION SA AND SUBSIDIARIES

The Board of Directors is ultimately responsible for defining the Group's risk appetite, establishing risk management policies, and exercising oversight of the Executive Board. It is assisted in these tasks by the Audit Committee, whose role is to oversee the internal control system for financial reporting, risk management, and compliance with laws and regulations. The Internal Audit department reviews the effectiveness of risk management procedure and internal controls, the results of which are reported to the Audit Committee.

The Risk Management department operates independently. It is responsible for identifying, assessing, mapping and monitoring the Group's risk exposure.

The Group achieves its strategic objectives by assuming risks. However, without appropriate limits, these risks could threaten its key resources, particularly its net profit, capital, liquidity and reputation. In extreme cases, these risks could elicit the need for a capital increase, or even threaten the Group's existence.

Compagnie Financière Tradition SA aims to optimise its capital management in order to achieve an overall return commensurate with the risks, safeguard its financial viability, and prevent any excessive losses that could reduce its operational capability in the medium term.

This involves defining the Group's risk appetite, i.e. the amount of residual risk it considers acceptable after implementing controls and other mitigation measures. It implements controls designed to effectively manage identified significant risks and ensures that decisions on new initiatives are not unduly influenced by business objectives, thus comprehensively addressing all risks. The accumulation of correlated risks is identified and appraised, and corrective action is taken where necessary.

Senior management of Group subsidiaries must implement and maintain an appropriate infrastructure, including risk measurement, limits, rules, guidelines, independent decision-making, controls, oversight, tests and reports, in line with the Group's stated risk appetite.

The Group is exposed to the following types of risk:

- Compliance risk
- Credit and counterparty risk
- Operational risk
- Liquidity risk
- Market risk

This section details the Group's exposure to each of these risks, the methods used to measure them, and the risk management policy and processes that have been implemented.

COMPLIANCE RISK

The main compliance risks concern:
- combating market abuse
- anti-money laundering, combating the financing of terrorism, and international sanctions
- anti-bribery and corruption
- data protection
- codes of ethics and professional obligations
- environmental, social and governance (ESG) regulatory requirements

Compagnie Financière Tradition SA has zero risk appetite with regard to non-compliance. Targeted mapping of non-compliance risks is established and regularly updated at subsidiary level and consolidated at Group level in order to strengthen the control framework and ensure proactive management of these risks.

Policies for managing compliance risks are implemented at Group level, rolled out locally within the operating entities, and regularly reviewed to take account of regulatory developments.

Compliance teams within the operating entities attend detailed control programmes that ensure effective coverage of risks, and which meet the regulatory requirements governing these entities. The Group monitors compliance risks based on information escalated via quarterly compliance reports submitted by the subsidiaries.

Ongoing employee awareness training is provided, underpinned by online training on market rules, anti-money laundering and combating the financing of terrorism, data security, anti-bribery and corruption, and the Code of Conduct.

Compagnie Financière Tradition SA has also set in place a whistleblowing system, which enables employees to report serious breaches of the Group's rules of conduct.

CREDIT AND COUNTERPARTY RISK

Credit and counterparty risk is the risk of financial loss in the event that a client or counterparty to a financial instrument defaults on its obligations. This risk mainly concerns items relating to trade and other receivables. Compagnie Financière Tradition SA is an interdealer broker in the financial and non-financial markets, serving a predominantly institutional clientele. Its role it to facilitate transactions between counterparties for which it receives remuneration. The Group's exposure to credit risk is therefore limited to receivables deriving from this activity. The quality of counterparties is evaluated locally by subsidiaries in accordance with Group guidelines, and commission receivables are closely monitored. Provisions for impairment losses on receivables are recognised where necessary.

Some Group companies act as principal in the simultaneous purchase and sale of securities for the account of third parties. These transactions are managed through clearing houses on the basis of settlement against delivery of securities. The period between the transaction date and the settlement date is usually two days, during which Compagnie Financière Tradition SA is exposed to counterparty risk. This risk is contained within the limits set by the Credit Committee, which assesses the creditworthiness of the counterparty based on ratings published by recognised bodies (External Credit Assessment Institutions (ECAI)), and available financial information (stock market prices, credit default swaps, yields in the secondary bond markets, etc.). When there is no available external rating, an internal rating is given based on a proprietary methodology. In addition to the counterparty's rating, the type of instruments traded and their liquidity are also taken into account for determining the limit.

Compliance with set limits is monitored independently by the Group's Risk Management department, or by the risk management departments of the operating regions.

Limits are reviewed periodically, or following events that could affect the creditworthiness of the counterparty or the environment in which it operates (country, type of sector, etc.).

The Group's exposure is mainly concentrated in regulated financial institutions, the majority of which have investment grade ratings.

The clearing itself is handled by specialised teams - Tradition London Clearing Ltd, an indirect subsidiary which is the hub for matched principal operations for Europe and Asia, and Tradition Securities and Derivatives Inc., which manages these activities in the United States.

The latter is a member of the FICC (Fixed Income Clearing Corporation), a central settlement counterparty for US government securities. Membership in the FICC considerably reduces the risk of a counterparty default, since it guarantees settlement of all trades entering its net.

OPERATIONAL RISK

Operational risk is the risk of loss resulting from the inadequacy or failure of a processes, human error, the malfunctioning of systems, or external events.

As this is an essential risk, it is stringently monitored. It is analysed and assessed in accordance with Basel Committee recommendations. Compagnie Financière Tradition SA's Risk Management department establishes and oversees detailed mapping of risk components, with granularity extending to the three recommended levels of residual risk. This mapping enables us to focus on managing critical or significant risks.

We have also put in place a tool for recording operational incidents in order to measure changes in risks and identify the need to enhance internal controls. The most serious incidents include errors in the execution or administrative processing of client orders, and possible malfunctions in IT systems or accounting procedures.

The monitoring of operational risk at Group level is undertaken through the analysis of key risk indicators escalated by subsidiaries via quarterly reports.

Because of the importance of IT systems to the Group's business operations and overall functioning, management of IT risks has been fully integrated into the general operational risk framework. Targeted mapping of IT risks has been drawn up in consultation with IT management. A specific reporting system has also been set up, based on key indicators and control measures covering all IT risks. This approach enables the us to effectively manage any threats or vulnerable areas that could compromise the integrity, availability or confidentiality of IT assets.

LIQUIDITY RISK

Liquidity risk arises when the Group encounters difficulty in meeting its financial obligations. To ensure effective management of this risk, it is divided into two categories - transactional liquidity risk and balance sheet liquidity risk.

Transactional liquidity risk concerns the Group's ability to meet cash flows related to matched principal operations or the requirements of market counterparties – for instance, the requirement to fund securities in the process of settlement or to meet margins or collateral with clearing houses or banks that provide these services. These liquidity demands are hard to anticipate but are generally short term - overnight or even intra-day - and are usually met from overdrafts with the clearing entity. In order to manage these risks the Group ensures that subsidiaries engaged in matched principal operations hold sufficient cash and cash equivalents. The assessment of funding requirements uses a statistical approach based on an analysis of historical data, in addition to stress tests to determine an appropriate level of reserves.

Balance sheet liquidity risk is the risk that a Group entity will be unable to meet its requirements for net working capital for a certain period due to trading difficulties or significant investments. To anticipate and manage this risk, the Group's main operating entities prepare rolling twelve-month cash flow forecasts as part of the monthly financial reporting process in order to identify any potential liquidity issues.
Each entity must at least retain sufficient cash or cash equivalents to meet expected net cash outflows for the following three months.
Regular checks are carried out to identify surplus funds that can be redistributed to the Group's holding companies; these are responsible for managing working capital and structural cash requirements.
The Group has in place bond financing and a credit facility (disclosed in Note 20) to reinforce its financial resilience and its ability to manage liquidity risks.

MARKET RISK

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market prices and affect the Group's net profit or the value of its financial instruments. It consists mainly of currency and interest rate risk.
The Group's global presence exposes it to foreign currency risk, which arises when subsidiaries conduct transactions in a currency other than their functional currency.
Transactions are conducted mainly in US dollars (USD), sterling (GBP), yen (JPY), euros (EUR) and Swiss francs.
Group policy for hedging currency risk is dealt with on a timely basis rather than through a systematic long-term hedging policy. However, the UK applies a systematic hedging strategy for the main foreign currencies using forward exchange contracts.
The Group monitors its currency risk on a monthly basis to minimise its exposure.
The Group's exposure to interest rate risk derives mainly from the structure of its financial debt. However, as most of the debt is fixed rate, this risk is marginal. Financial debt commitments within the Group must be approved beforehand by the Board of Directors.

RISK MANAGEMENT, COMPLIANCE AND INTERNAL AUDIT

The Risk Management department is responsible for risk analysis, implementing methodologies, and controlling the Group's exposure to risks. Compliance risk management is also centralised, thereby strengthening the compliance function as the second line of defence and optimising risk management with enhanced focus on compliance.
The department oversees risk mapping and its roll-out in the operating companies. Controls are implemented in consultation with the internal control and compliance departments and supported by an extensive network of advisers.
To ensure effective governance, the Risk Management department establishes regional risk management committees and appoints local correspondents.
A Credit Committee, comprised of a representative from the Group's Risk Management department and a risk manager from the operating entity, is responsible for setting counterparty limits for matched principal activities.
The department assists the operating entities to monitor and manage their risks. It briefs the Regional Audit Committees on the status of risk control operations in the regions, and provides consolidated information to the Group's Audit Committee based on quarterly reporting rolled out across all regions.
The compliance function is integrated at Group level into the Risk Management department.
The Internal Audit department is responsible for evaluating the effectiveness of the Group's control environment. In order to strengthen the effectiveness of the internal audit, the Group has outsourced the conduct of audit assignments to one of the Big Four accounting firms. Interaction between this firm and the Group is the responsibility of a Steering Committee, composed of the Group Chief Financial Officer, the Group Chief Legal Officer and the Head of Compliance and Operational Risks.
This Committee is attached to the Audit Committee.
The internal audit plan focuses on the most significant business risks within the Group's entities. The Steering

Committee submits a multi-year and annual mission plan to the Audit Committee for approval.

The conclusions and recommendations of the internal audit reports are examined by the Regional Audit Committees and the Group Audit Committee.

The external firm responsible for the internal audit attends meetings of the Regional Audit Committees and the Group Audit Committee, to provide additional analysis and clarification on the effectiveness and thoroughness of internal controls.

The Group Finance service has implemented procedures to ensure the effective internal control of financial reporting.

INDEPENDENT AUDITOR

KPMG SA, Lausanne, is the independent auditor for Compagnie Financière Tradition SA's consolidated and Company financial statements.

TERM OF APPOINTMENT

The independent auditor was re-appointed by the Annual General Meeting on 21 May 2024, for a one-year term. The firm is represented by Philippe Ruedin, auditor in charge, since the audit of the accounts for the year ended 31 December 2021. Article 730a(2) of the Swiss Code of Obligations provides that the person leading the audit may serve in this capacity for no more than seven years.

AUDIT FEES

Audit fees for the Group's subsidiaries for fiscal 2024 were CHF 2,770,000. In addition, the Group's share of audit fees billed for joint ventures for fiscal 2024 was CHF 205,000.

ADDITIONAL FEES

KPMG billed additional fees of CHF 28,000 in 2024, consisting mainly of tax services and other services relating to capital transactions.

INFORMATION ON THE INDEPENDENT AUDITORS

Fees for auditing the consolidated and Company financial statements must be approved beforehand by the Audit Committee. The Audit Committee together with senior financial management examines the justifiability of these fees following an evaluation of the auditors' services.

The Committee assesses the services of the independent auditor based on its knowledge of the important issues regarding the Group's activities, the audit environment, and accounting standards. In order to ensure the auditor's independence, services other than those for auditing the accounts must be approved beforehand by the Audit Committee.

The auditor is invited to attend two meetings of the Audit Committee and the Board of Directors at which the half-year and year-end accounts are reviewed. KMPG submits a detailed report to the Audit Committee on important issues regarding application of accounting standards and reporting, and the results of its examination of the compliance system.

The independent auditor attended four Audit Committee meetings and one meeting of the Board of Directors in 2024.

Board of directors

PATRICK COMBES

FRENCH CITIZEN
Chair of the Board of Directors

Appointment at Compagnie Financière Tradition SA: First elected on 7 January 1997. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Chair and Chief Executive Officer of VIEL et Compagnie-Finance SE (France), Chair and Chief Executive Officer of VIEL & CIE S.A. (France), Chair of the Management Board of Financière Vermeer B.V. (Netherlands), Vice Chair of the Board of Swiss Life Banque Privée SA (France), Member Supervisory of the Board of Overseers of Columbia Business School, New York (USA).

Education: ESCP Business School, Paris. MBA from Columbia University (USA).

Career history: On his return from New York in 1979, Patrick Combes acquired VIEL & Cie, gradually transforming the Company through organic and acquisition-led growth, first in France and then on the international level, into a global player on the world's financial markets. In 1996, when VIEL & Cie took control of Compagnie Financière Tradition SA, he became Chair of the Board of Directors.

CHRISTIAN BAILLET

FRENCH CITIZEN
Director

Appointment at Compagnie Financière Tradition SA: First elected on 25 May 2023. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Chair of the Supervisory Board of Andera, Just World International (USA), Director of VIEL & Cie SA (France), Viel et Compagnie-Finance SE, Xerys (France), Tradition Financial Services Ltd (UK), TFS Derivatives Ltd (UK), Tradition Management Services (UK), Tradition UK Holding Ltd (UK), Tradition UK Ltd (UK), Tradition London Group (UK), Tradition London Clearing (UK), BELHYPERION (Belgium), Fonds Gaillard (Belgium), Otito Properties (Luxembourg), GPI Invest (Luxembourg), Lithos (Luxembourg), QS B1C (Luxembourg), Colors Properties (Spain), Propiedades Millerty (Spain), Turboc Properties (Spain), Yellow Oceans (BVI), Longchamps (Nevis) and Financière Vermeer BV (Netherlands), Member of the Supervisory Board of Swisslife Banque Privée SA (France), Bourse Direct (France), Longchamps Investment (Switzerland), Berlynvest (Luxembourg), Balinda (Spain), Fondation Bemberg.

Education: Engineering degree from École Centrale de Lyon, France, and an MBA from Wharton School of Finance (USA).

Career history: After obtaining an engineering degree from École Centrale de Lyon in France and an MBA from Wharton School of Finance in the United States, Christian Baillet joined the corporate finance department of Citicorp in New York in 1975. In 1979 he joined Quilvest, a private equity specialist and private bank, where he served successively as head of investments in Europe, CFO then CEO of the Group worldwide for 15 years, and finally Chair. In the private bank, he also served as CEO and Chair of the two main banks in France and Switzerland for several years, while in the private equity business, he was responsible for developing investments which totalled around 5 billion euros at the time he left.

ALAIN BLANC-BRUDE

FRENCH CITIZEN
Director

Appointment at Compagnie Financière Tradition SA: First elected on 19 May 2021. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Chair of the Board of Directors of Apef Advisory Company SAM; Chair of Midas Wealth Management Luxembourg.

Education: Engineering degree from the École Centrale de Lille, France, MBA from Wharton School of Finance, Philadelphia, USA.

Career history: After obtaining an engineering degree from Centrale Lille and an MBA from Wharton School of Finance in the US, Alain Blanc-Brude joined SARTEC, a French company specialising in maintenance services for large industrial groups, in 1972. He was appointed CEO in 1975 and organised the turnaround of the company. In 1985, he decided to sell his shares in the company to become involved in private equity. He then joined the Alpha Group as Chair of the Management Board from 1986 to 2002 before serving as Chair of the Supervisory Committee of Alpha Associés Conseil from 2005 to 2019. In 30 years, Alpha has become one of the leading private equity firms (LBO mid-cap) in Continental Europe with over 130 acquisitions and 120 disposals. Alain Brude has served on the Boards of many of these companies including Alain Afflelou, Loxam, NextRadio (RMC/BFM Group), Cegelec, and Materis to name but a few. In 2010, he founded Midas Wealth Management where he is Chair of the Board of Directors.

JEAN MARIE DESCARPENTERIES

FRENCH CITIZEN
Director / Member of the Audit Committee

Appointment at Compagnie Financière Tradition SA: First elected on 7 January 1997. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Honorary Chair of the FNEGE (France), Director of VIEL & Cie SA (France), Managing Director of Fondation Philippe Descarpentries (Belgium).

Education: Graduate of the École Polytechnique, Paris, France.

Career history: Jean-Marie Descarpentries, former partner at McKinsey, has served as a senior executive of some of Europe's major industrial groups (Shell (France), Danone (Benelux), St Gobain (Spain/Portugal), Interbrew (Belgium), Ingenico (France)). From 1982 to 1991, he was CEO of Carnaud Metalbox, then from 1994 to 1997, he was CEO of Bull and was responsible for turning the company around and its privatisation.

CHRISTIAN GOECKING

SWISS CITIZEN
Director/Member of the Remuneration Committee

Appointment at Compagnie Financière Tradition SA: First elected on 7 January 1997. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Banking and financial consultant (Corporate Finance), Director of Carmeuse Trading & Services SA, wholly-owned subsidiary of the Belgian Carmeuse group (world industry leader for the extraction, distribution and trading for lime and limestone)

Education: Graduate of the École des Hautes Etudes Commerciales (HEC), University of Lausanne, Switzerland.

Career history: Christian Goecking has spent 50 years in banking and finance, particularly in financial broking. He has served in senior management positions and as managing director at major Swiss banks and English brokerage houses. From 1991 to 1993, he was Director of private asset management at Banque Julius Baer in Geneva. From 1995 to 2019, he was Vice Chair of the Board of Directors and Chair of the Audit Committee of CIM Banque (Suisse) SA in Geneva, and for 20 years he served on the Boards of Directors of entities in the Berney Associés SA group (audit, tax, accounting, advisory firm). Since 1993, he has been actively involved in management and consulting for Swiss and international companies and corporations.

CHRISTOPHE HÉMON

FRENCH CITIZEN
Director

Appointment at Compagnie Financière Tradition: First elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Director of Euronext Clearing Milan, Member of the Advisory Committee of Euroclear Bank.

Education: École supérieure de commerce (ESCAE) Paris, Finance and Accounting at ISG International Business School, Paris, Certification PoliSci / IFA independent administrator.

Career History: Christophe Hémon joined Morgan Stanley in 1993 where he held a number of positions including repo trader in London, Director of Operations in Paris and Head of Operations for the continental office (Paris, Frankfurt, Milan, Zurich and Madrid). He joined Clearnet as General Secretary in 2003, before being promoted to CEO of LCH SA in 2004, a position he held until 2023. At the same time, he served as head of the London Stock Exchange Group in France, while also supervising the Refinitiv teams in France. He was a member of the Board of Directors of the LSE Group on the Board of Euroclear Bank from 2017 to 2024, a Director of Tradition Ltd UK, and a member of the Advisory Committee of Euroclear.

MARCO ILLY

SWISS CITIZEN
Director

Appointment at Compagnie Financière Tradition SA: First elected on 19 May 2020. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: Director of Innosuisse – Swiss Innovation Agency, Chair of the Board of Directors of The Medical Supply Company of Switzerland (MSCS) SA.

Education: Graduate of St. Gallen Business School, with degrees in business administration and economics.

Career history: 30 years with Credit Suisse. After holding various positions, including head of the Investment Banking and Securities division of Credit Suisse in Switzerland, he served as co-head of the European Investment Banking Coverage in London, and in 2005, was appointed head of investment banking business at Credit Suisse, Germany. From 2009 to 2016, he returned to Switzerland as head of the investment banking division (IBD) at Credit Suisse. From 2016 to 2018, he was a member of the extended Executive Board of Credit Suisse (Switzerland) AG, and in 2018, he joined the Board of Directors of Innosuisse AG.

ROBERT PENNONE

SWISS CITIZEN
Director / Chair of the Audit Committee / Chair of the Remuneration Committee

Appointment at Compagnie Financière Tradition SA: First elected on 7 January 1997. Re-elected on 21 May 2024.
Offices held in governing and supervisory bodies of large public or private, Swiss or foreign corporations, foundations or institutions at 31 December 2024: President of Holding de Participations de Famille SA (Switzerland).

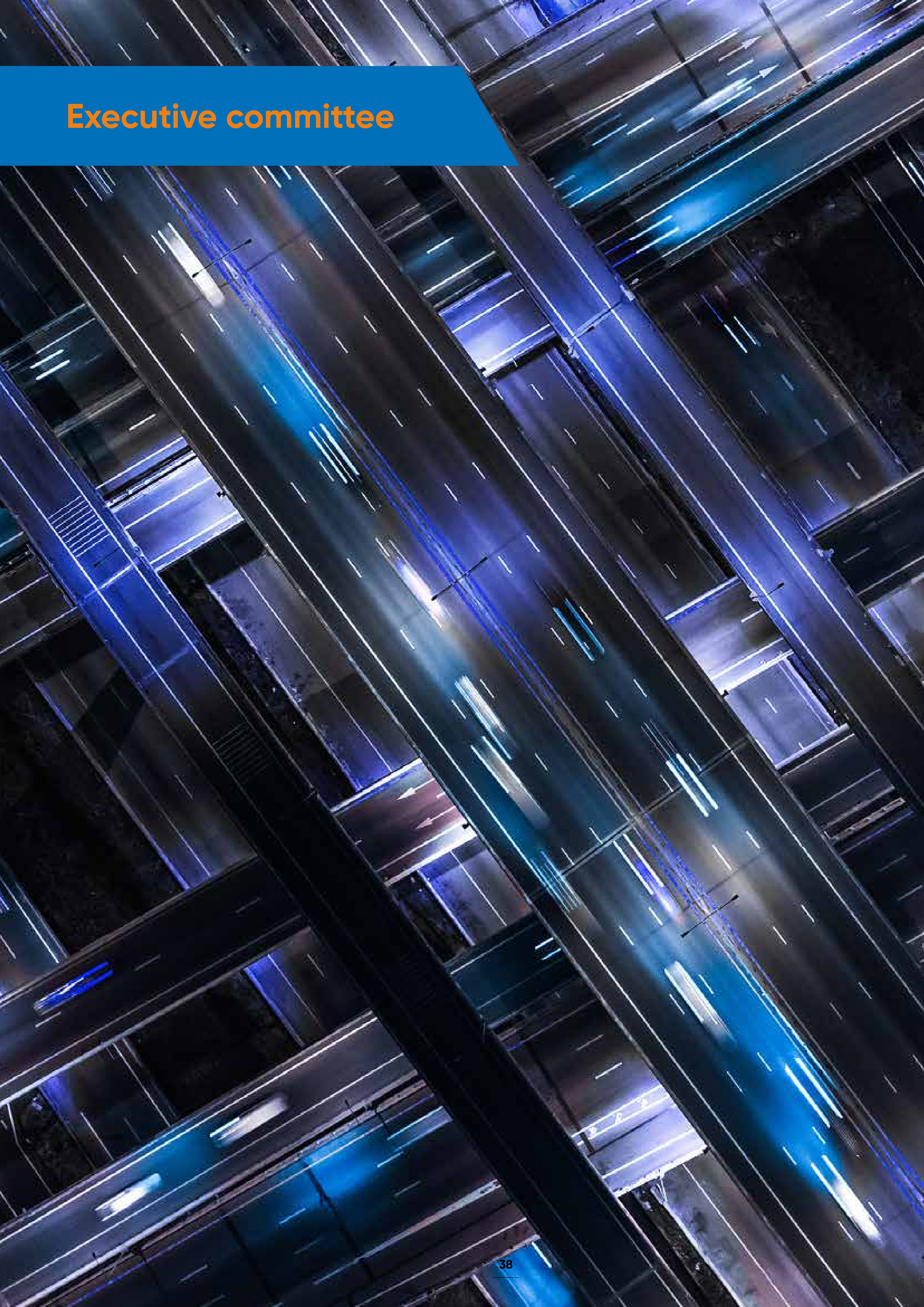
Education: Certified accountant

Career history: Robert Pennone joined Deloitte as a partner in 1975. In 1979, he partnered with Lenz law firm, Geneva, to develop Revex / Audiba until the company merged with Ernst & Whinney in 1987. He then became Deputy Director of the Swiss entity until 1989, when Ernst & Whinney merged with Arthur Young to become Ernst & Young. He was a member of the Board of Directors and the Executive Board of Ernst & Young from 1989 until end-1993. During that time he was also a member of the Worldwide Banking Committee, and Managing Director of Ernst & Young M&A Europe. In 1994, he founded Pennone & Partners SA and participated in developing the MC Securities Group. In 2004, he became co-founder of GS Banque SA, and in December 2013 he was appointed Chair of the Board of Directors.

OTHER POSITIONS

No Directors held any official or political positions at 31 December 2024. None of the Directors had an operational management function within the Group at 31 December 2024.

Executive committee



PATRICK COMBES

Attends Executive Committee meetings in his capacity as Chair of the Board of Directors.

MICHAEL ANDERSON

BRITISH CITIZEN
CEO Tradition London Group and affiliated offices in EMEA

Michael Anderson holds a Bachelor degree in Economics from University College London. After military service, he worked in banking at Scandinavian Merchant Bank and First Chicago, primarily as a trader in FX and Fixed Income, then as London Treasurer at First City Texas. He switched to broking in 1991, at Harlow Butlers, taking a career break in 2000 to pursue an internet venture. He joined TFS as an Oil Broker in 2001, spending five years in the USA establishing and building the Oil business there, returning to London to manage the TFS Oil and Energy businesses in Europe. After several years as CEO of TFS Ltd., he was appointed in 2019 as CEO of the Tradition London Group and affiliated offices in EMEA. He is a member of the FCA's Secondary Market Advisory Committee. He is a member of the FCA Secondary Markets Advisory Committee.

ADRIAN BELL

NATIONALITÉ AUSTRALIENNE

AUSTRALIAN NATIONAL
COO Asia-Pacific

After graduating from high school in Sydney, Adrian Bell studied Japanese and Mandarin in Australia. He moved to Tokyo in 1986 where he began his career in the money markets. He worked in Tokyo and Singapore as a broker and then managed Japanese business units until 2002, when he took on regional responsibilities for Asia. He has overseen the expansion of Tradition in Asia and Australia, encompassing all major derivatives, fixed income, commodity and money markets across the Asia-Pacific region, where Tradition is now recognised as the leading interdealer broking group.

FRANÇOIS BRISEBOIS

CANADIAN CITIZEN
Group CFO

François Brisebois is Group Chief Financial Officer and a member of the Executive Board since 2012. He joined Compagnie Financière Tradition in 2002 as head of Group financial reporting and was appointed Group financial controller in 2009. Prior to joining Compagnie Financière Tradition, he began his career at Ernst & Young, acquiring international experience and developing expertise in audit and financial advisory, in Canada and Switzerland. He holds a Bachelor's degree in Business Administration and a degree in Accounting Sciences from Laval University (Canada). He is a Chartered Professional Accountant (CPA) and a member of the Ordre des comptables professionnels agréés du Québec.

MICHAEL LEIBOWITZ

U.S. CITIZEN
COO Americas

Michael Leibowitz began his career at Tradition Financial Services in 1991, and in 1993 became head of TFS Global Foreign Exchange operations in London. From 2000 to 2005, he served as CEO of TFSICAP Volbroker, the leading liquidity provider in Global Foreign Exchange Options, and in 2006 he was appointed CEO of TFS Europe. In November 2007, he was appointed CEO of Tradition Group's combined brokerage operations in London (TFS Europe and Tradition UK), and then CEO of Tradition Group's European operations in December 2008. In 2013 he became CEO of Tradition Americas holdings inc.
He holds a law degree from Hofstra University, New York, and an economics degree from State University of New York in Albany. He was a member of the Federal Foreign Exchange Committee (FXC).

LARRY ROSENSHEIN

U.S. CITIZEN
COO Tradition Americas

Larry Rosenshein began his career at Tradition Financial Services in 1987 and moved to Japan in 1989 as Head of FX Options for Asia. In 1998, he was appointed Director of TFS Asia and in 2001 as COO of TFS-ICAP Volbroker, the leading liquidity provider in global foreign exchange options. In 2008 and 2009, he acted as Co-head of technology for the Group. In August 2009 he was appointed Chair of TFS Energy and Managing Director of TFS Americas and in 2014, he became COO of Tradition Americas. He holds a BSc degree in Finance and Management Information Systems from University of Delaware and an MBA in Finance from Fairleigh Dickinson University. He is a member of the Kappa Alpha Order.

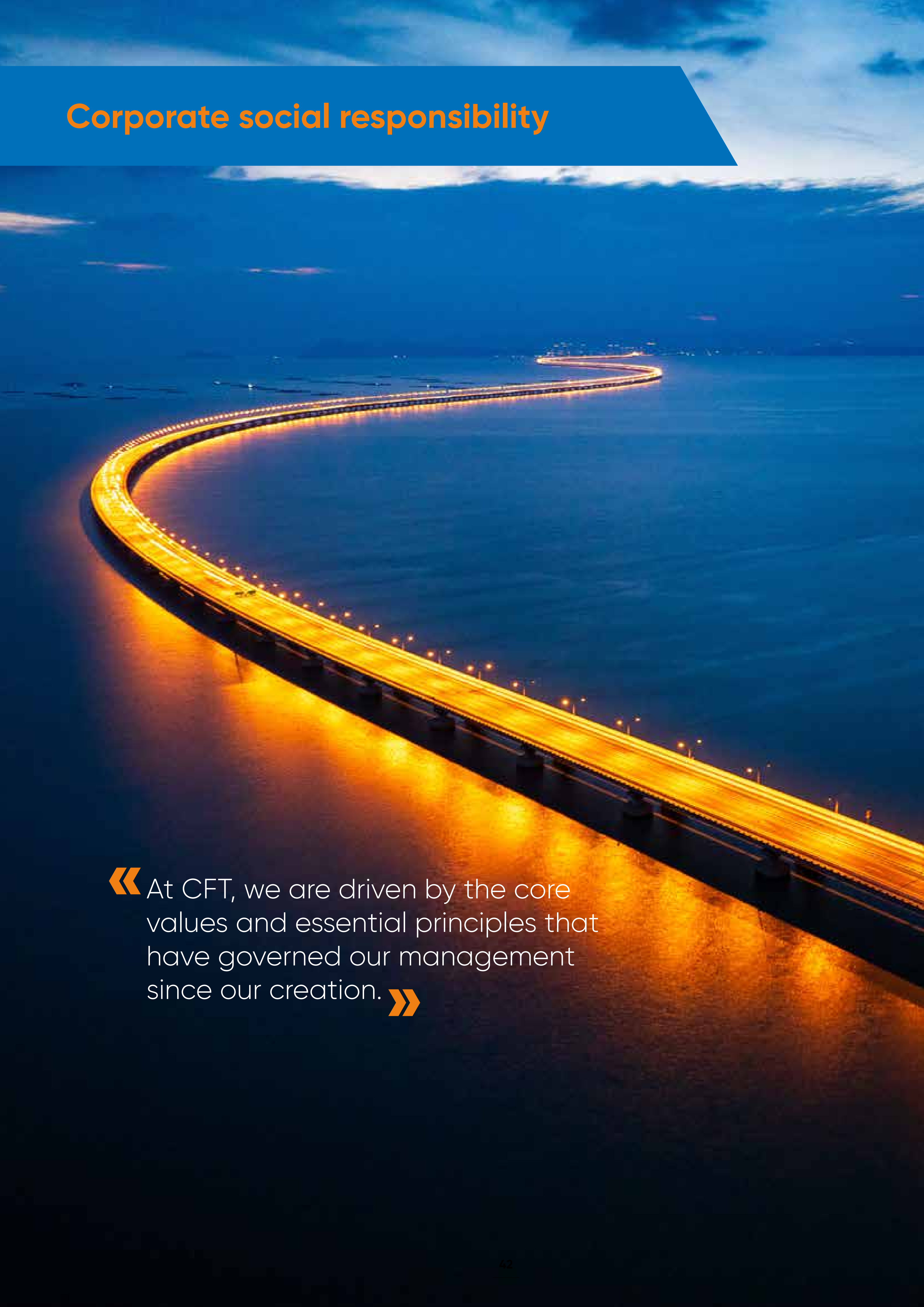
DOMINIQUE VELTER

FRENCH CITIZEN
Strategic Marketing Director

Dominique Velter holds a Master's degree in Applied Economics from the University of Paris-Dauphine, France. She joined BATIF, the capital market banking arm of Thomson (now Thales), when it was formed in 1986. In 1989, she was appointed Head of Treasury and Financing at the Bernard Hayot Group, specialists in wholesale and retail distribution. She obtained an MBA from HEC Paris, France, in 1996, and joined VIEL & Cie, the parent company of Compagnie Financière Tradition SA, to assist the Chairman on development projects. In 1999, she established VIEL & Cie's online broker, Capitol.fr, and was its Chair and CEO until April 2001. Since 1997, she has served as Strategic Marketing Director of Compagnie Financière Tradition SA.

Previous annual reports are available on our website https://www.tradition.com/financials/reports.aspx.

Corporate social responsibility



« At CFT, we are driven by the core values and essential principles that have governed our management since our creation. »

AT CFT, WE ARE DRIVEN BY THE CORE VALUES AND ESSENTIAL PRINCIPLES THAT HAVE GOVERNED OUR MANAGEMENT SINCE OUR CREATION:

- A commitment to the highest standards of transparency, in keeping with our position as a listed company since 1973 and a bond issuer since 2013;
- Strategic decisions with long-term objectives that align with our status as a family-owned Group, focused on responsible action, sound financials, and delivering sustainable returns to shareholders;
- The attraction and retention of talents within an extensive international network of local offices, resulting in a highly skilled and competent workforce—an essential success factor for delivering best-in-class service to clients and maintaining a competitive edge in a constantly evolving market;
- A commitment to reputation, corporate citizenship, comprehensive risk management, professional conduct, and ethical behavior in a highly regulated industry.

In a constantly changing world that is facing major environmental, social and economic challenges, sustainability has become a strategic imperative for businesses. We are aware of our responsibility and role in transitioning to a more sustainable future, and we have integrated the principles of sustainable development at the core of our vision and operations.

This report sets out our commitment to responsible growth by highlighting the initiatives we have taken to strengthen our governance, create a positive impact on society and minimise our environmental footprint. It also demonstrates our dedication to transparency with our stakeholders by sharing our progress, challenges and ambitions for a greener and more equitable future.
Through this report, we aim not only to report on the initiatives we have taken, but also to inspire collective change towards more sustainable practices.
We firmly believe that collaboration, innovation and ethics are the pillars of long-term development, and we reaffirm our commitment to integrating these values into all our business activities.

OUR BUSINESS MODEL AND BUSINESS STRATEGY

Our business model and its links with sustainability challenges

CFT positions itself as one of the global leaders in interdealer brokerage and plays an essential role in the efficient functioning of financial markets.
A financial intermediary acts as a marketplace, providing clients with a pool of liquidity, fostering price discovery, and matching clients to facilitate financial operations across a wide range of financial and non-financial products.
As a neutral, independent intermediary, CFT provides market infrastructure and contributes to the establishment of a fair, open and sustainable financial ecosystem.

RESOURCES

CLIENTS +7,500

STAFF MEMBERS +2,400

PRESENCE +30 COUNTRIES

VALUE CREATION

REVENUE CHF 1,052 MILLION

NET PROFIT CHF 123 MILLION

EQUITY 506 MILLION

BUSINESS ACTIVITIES

CLIENT MATCHING

MARKET LIQUIDITY

PRICE FORMATION

INFORMATION AND TRANSPARENCY

SKILLS DEVELOPMENT

CONTRIBUTION TO THE EFFICIENT FUNCTIONING OF MARKETS

We offer high-touch, hybrid and electronic execution as well as information services. We facilitate price formation and transactional liquidity across a variety of financial and commodity-related asset classes, covering both cash and derivative instruments and transactions ranging from the simplest to the most complex.

Client service excellence is a core focus of CFT's business. Our client base includes the FICC (fixed income, currencies and commodities) divisions of major commercial and investment banks, hedge funds, asset managers and large corporates.

Through our business activities, we help our clients manage imbalances between supply and demand as well as market crises, providing a highly efficient, conflict-free platform for trading, position clering and risk transfer.

We play an active role in developing dynamic secondary markets, both in emerging economies and for new financial instruments.

Our business relies on providing liquidity and market data in a highly competitive industry. Since CFT was created, we have been able to continuously adapt to regulatory changes and technological progress, enhancing our ability to integrate governance, social, and environmental standards in line, with the expectations of our stakeholders (regulators, clients, suppliers, investors, employees, partners etc.).

Our growth strategy aims to achieve critical mass, so that we can be a leading international player, embedding business ethics at the heart of our activities. Becoming a global player requires extensive geographic coverage and a broad product range. However, we maintain our decentralised approach by establishing local structures and recruiting professionals from the markets in which we operate.

Our organisation is structured around regional management teams – in the Americas, Asia-Pacific and EMEA – and responsible human resource management.

Furthermore, we believe that integration of sustainability criteria is essential to our development, aiming to enhance performance, identify new opportunities and create value for our stakeholders.

Two strategic pillars of our strategy are closely tied to sustainability challenges.

The first pillar relates to the development of our business in relation to financial products in the energy sector.

Over the past few years, through Tradition Green and Tradition Energy, CFT has been investing in services that facilitate projects to decarbonise the economy. The aim is to expand these sustainable energy-related activities in response to client demand for such financial instruments.

Tradition Green leverages its expertise in environment-related markets by offering professional brokerage services and innovative advisory solutions, supporting acquisitions and financing projects in the biomass, biofuels, renewable energy and carbon markets. It offers brokerage services for environmental products in London, New York, Milan and Santiago, with local support from 25 additional offices. Tradition Green's services cover a wide array of products in the financial markets, including carbon emission quotas and carbon credits, as well as products relating to biomass, biofuels, renewable energies and recyclable plastics.

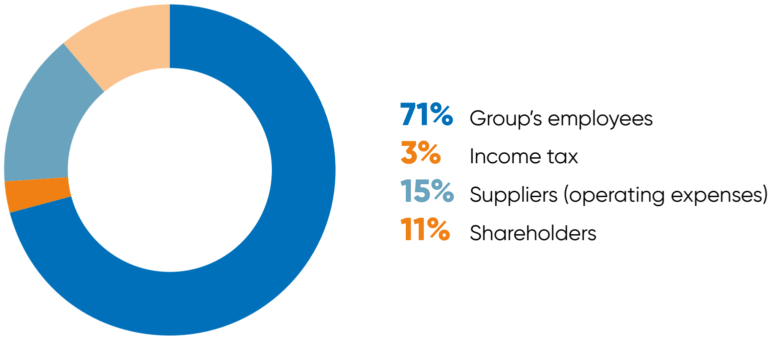
In the US, Tradition Energy is the largest and most experienced independent consultant for energy risk management, procurement and sustainability solutions. It assists clients in managing their energy expenditure, implementing renewable energy solutions and developing integrated sustainability strategies to reduce their carbon footprint. Tradition Energy offers a comprehensive set of processes, tools and operational capabilities to lower energy costs, improve alternative energy offerings and manage associated risks.

Through our market-leading position in energy market brokerage, we have consistently grown our activities in renewable energy and carbon credits since these market segments emerged. As a bond broker, we play an active role in secondary markets for green bonds, which various countries have recently started issuing.

Moreover,Tradition has closed its last coal desk, and remains attentive to opportunities for further decarbonising its energy market offerings. The Group's exposure to fossil fuels primarily stems from its intermediation activities in listed derivatives related to gas and oil.

Historically central to its business model, the use of digital tools continues to grow, driven by the increasing exploitation of data and computing power in specialized data science services and new financial data distribution services, notably through Tradition Data. This transformation requires us to heightened attention to the carbon footprint of our IT infrastructure and the way we manage our energy sources.

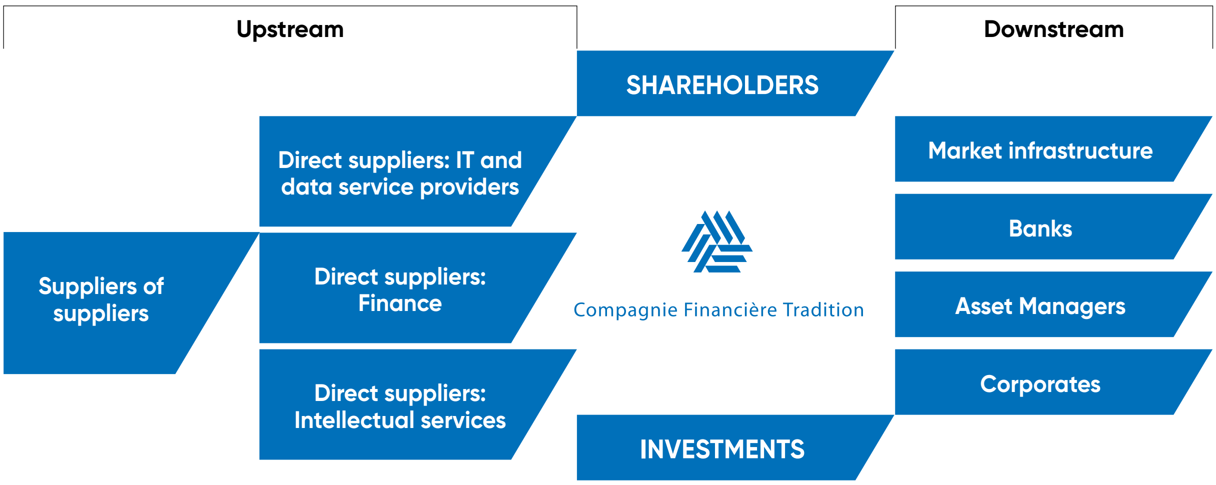
Our business also relies on specialised skills and high level of technical expertise of our human capital. Talent retention is a major social challenge for CFT. Its importance is reflected in the distribution of our added value, a large proportion of which goes to our employees.



We operate worldwide, enabling us to meet the demands of international clients. Diversity is also an important part of our development, as it allows for the integration of different perspectives and experiences to drive innovation and enhance services.
Finally, since financial brokerage activities are subject to stringent regulation, compliance and management of reputational risks are central to our control framework. We rigorously ensure compliance with applicable regulations and are committed to safeguard our reputation with clients and partners.

VALUE CHAIN AND STAKEHOLDERS

The value chain of our business activities is as follows.



Upstream, the main suppliers of the Group's operational entities are providers of technical, financial, or intellectual services.
The CFT's , primarily focused on executing orders or instructions on financial markets as well as selling information, require significant technical infrastructure and reliance on numerous suppliers. In a constantly changing industry, technological developments constitute a major competitive advantage, and require both investment in IT equipment and support from specialised providers.
Downstream, the Group operates within market infrastructures and serves institutional and corporate clients with which Group entities have commercial relationships.
Investments represent minority stakes made by the Group with strategic objectives, either to create synergies or to generate returns on investment value.
Our shareholders support our development by contributing to our valuation.
Our business activities requires the mobilization of teams both on trading floors and in essential support functions to ensure the proper execution of operations.
By building a robust ecosystem of highly qualified employees and high-quality service providers, we aim to attract and retain clients in order to drive our growth and profitability. Ensuring the compliance of our regulated activities and controlling our costs are essential to our business.
We have identified our key stakeholders based on their relationship with CFT within the value chain, in order to integrate their perspectives into the sustainability issues analysis.

Stakeholders	Nature of the relationship with CFT	Influence
Shareholders	Providers of capital	High importance due to their role in governance and capital flows
Clients	Users of CFT's services	High importance due to their role in stimulating revenue generation
Employees	Employees within CFT entities	Very high importance Employees are consulted as stakeholders when discussing their own employment relationships but also as experts – staff responsible for human resources, risks, IT, operations etc. – to assist in the analysis of all workforce-related issues
Employee representatives	Unions and collective bargaining entities	High importance locally but medium importance at the Group level, only influencing internal workforce management activities in Europe
Suppliers	Providers of technology, services and operational support	High importance, central to CFT's main operational activities
Regulators	Regulators that oversee compliance with business and sustainability rules	High importance due to regulatory requirements and compliance requirements
Competitors	Competitors in the brokerage market	Low importance, essential for benchmarking performance and making strategic comparisons
Investments	Companies in which CFT has shareholdings	Low importance as they only influence the Group's diversification strategy and return on investment

No relevant interactions with other potential users of sustainability statements, such as local communities or non-governmental organisations (NGOs), have been identified in the Group's value chain.
Various approaches are used to regularly consult stakeholders:

- We meet, listen to and consult our shareholders in our Annual General Meeting (AGM). The Board of Directors analyses and comments on the results of shareholder votes on various resolutions presented at the AGMs.
- Employees are consulted on various topics as part of their annual appraisals or in meetings with workforce-relations bodies, particularly in France.
- Clients are engaged through customer relationships and daily interactions with operators.
- Meetings with key suppliers are held regularly to discuss service quality.

As part of our analysis of sustainability topics, we have refined our stakeholder integration processes to assess our external impacts, as well as our internal risks and opportunities. For the last three years, we have iteratively implemented two complementary approaches that focus more specifically on sustainability: a top-down and a bottom-up approach.
The essence of these approaches lies, on the one hand, in consulting external stakeholders to identify sustainability issues they consider important, without subject restrictions, and on the other hand, in deepening the analysis of impacts, risks, and opportunities ("IRO") assessed by the Group's internal experts.
The top-down approach aims to refine and supplement the external view on material topics that affect Tradition. In this context, external stakeholders – shareholders, clients, suppliers and investment beneficiaries – are consulted and information published by regulators and competitors is analysed to identify key expectations and concerns regarding sustainability within the Group's ecosystem.
This approach, as open as possible, allows us not only to identify potential new sustainability challenges, but also to obtain feedback on the Group's sustainability strategy, with the aim of achieving continuous improvement.
The results of those consultations are assessed based on the importance of each stakeholder, determined by its influence over the Group's capital, operations and strategic objectives.
Engagement with internal stakeholders is structured around formal workshops involving representatives of the Group's operational entities. These workshops focus on assessing operational and financial risks, identifying business opportunities and analysing environmental and social impacts.

Participants are selected on the basis of their expertise and role within the organisation:

- IT representatives assess risks and impacts related to business support operations, using their knowledge of the company's technological infrastructure.
- Risk managers are responsible for identifying and quantifying risks in line with the Group's risk management framework, relying on their expertise in risk assessment methodologies.
- Business-line representatives focus on identifying and quantifying financial risks and opportunities, using their knowledge of market trends and commercial strategies.
- Representatives of employees and human resources departments contribute to the identification and assessment of social issues.
- Matters relating to suppliers are addressed by employees engaged in the procurement process, primarily IT focused, and those in charge of supplier selection.
- Legal matters are handled by Group functions depending on the topic: workforce-related matters by Human Resources, accounting by Finance, and ethics by Compliance.
- A team of external consultants provides expertise on sustainability and corporate responsibility matters.

These workshops also serve as forums for discussions on internal policy developments and initiatives to be taken to align the Group with its sustainability objectives.
To ensure that participants are well informed, all attendees receive pre-training on social, environmental and governance topics.

Material IROs and their link to the strategy and business model

After consulting with internal and external stakeholders, we developed a double materiality matrix of IROs based on the following parameters:

- The Group's business model
- ESRS (European Sustainability Reporting Standards) applicable to the investment banking and brokerage industry, and the United Nations Sustainable Development Goals
- The Group's perception of stakeholder priorities

The matrix highlights governance and social matters as priority areas. The three major pillars of the double materiality, structured around the value chain, are:

- In a demanding financial market environment, the predominance of regulatory challenges and the need to monitor compliance risks rigorously.
- At the direct operational level, social impacts and risks related to diversity and the retention of highly skilled employees.
- Throughout the value chain, digital services – consumed, operated and sold – which raise environmental concerns, particularly regarding energy consumption and climate impact. These challenges require management of risks related to potential service disruptions and reduction of greenhouse gas emissions.

Details of material IROs, and their management, are provided in the sections below dedicated to each one of the pillars.

Governance

Since financial activities are highly regulated, corporate culture and business conduct policies have played a central role in the way CFT manages its operations and risks since it was founded. These aspects include business ethics and compliance, client trust and satisfaction, data protection and reputational risk management. Combating corruption is a particular priority for us.
In connection with the workforce-related matters mentioned below, and particularly in relation to our skills base, we pay special attention to succession planning.
Although we strive to ensure our independence and data sovereignty – by internaliaing our digital processes and infrastructure as much as possible – we remain dependent on high-level service providers, which often belong to dominant market players.
Finally, for some investors and major lenders, the transparency of our sustainability strategy is a key concern. It also represents a strategic opportunity, particularly in Europe, to gain access to better financing conditions.

IROs related to governance topics and identified as having a medium or high level of materiality, and therefore considered priorities, are as follows:

Topic	Theme	Description of the IRO	Type of IRO (Positive impact (I+)/ Negative impact (I-)/ Risk/Opportunity)
Business conduct	Corporate culture	Ambitious sustainability policy, based on a solid governance arrangement that enhances the company's reputation among investors	O
		A non-transparent and non-proactive ethics policy that leads to a loss of clients trust	R
		Loss or poor management of client data leading to penalties, a loss of client trust and reputational damage	R
		Conflicts of interest or conduct that does not comply with the code of ethics and that exposes the company to the risk of sanctions	R
		Difficulties implementing new regulations, exposing the company to the risk of penalties or loss of authorisations	R
		Legal dispute with clients or partners related to a breach of contract or unethical conduct	R
		Lack of managerial experience or expertise or inability to transfer knowledge leading to a lack of employee engagement, staff turnover and weakening of the company's long-term resilience and competitiveness	R
	Protection of whistleblowers	Failure to comply with regulations related to whistleblowers or absence of whistleblowing alerts due to a fear of repercussions (pressure, redundancy) on whistleblowers, leading to penalties	R
	Corruption and bribery	Anti-corruption policies not sufficiently robust and lack of regular training to ensure impartial decision-making and effective governance, exposing the company to penalties	R
	Management of relationships with suppliers, including payment practices	Risk of increased costs imposed by major suppliers not dependent on the company	R

Social

The Group's entire internal workforce consists of highly qualified employees specialising in the provision of intellectual services. As a result, the Group is not directly exposed to issues related to forced labour or child labour. Given the stressful nature of the industry and its historically male-dominated environment, there may be psychological impacts and risks of discrimination.
Cultural inclusion is also a major challenge considering the Group's diverse locations and geographic mobility. These potential impacts are associated with reputational, compliance and legal risks that are deemed to be material.
Furthermore, maintaining a high level of expertise, retaining talent and meeting training needs are considered as critical for the Group.
Regarding direct suppliers, who primarily provide intellectual services and digital solutions, social risks and negative impacts are not considered material. However, the duty of care regarding human rights remains an area for attention, particularly regarding certain providers of ancillary services (such as facility mangement) operating in countries with weak social standards, as well as suppliers at the end of the supply chain in the digital sector.
IROs related to social topics and identified as having a medium or high level of materiality, and therefore considered priorities, are as follows:

Topic	Theme	Description of the IRO	Type of IRO (Positive impact (I+)/ Negative impact (I-)/ Risk/ Opportunity)
Own workforce	Working conditions	Flexible organisation of work, allowing a better work/life balance while preserving social cohesion	I+
		Lack of flexibility, recognition or development opportunities, leading to departures and affecting talent retention and business continuity	R
		Legal disputes, reputational risk and penalties related to a failure to comply with regulations (safety, privacy, equal pay, fare pay, working hours, discrimination)	R
	Equal treatment and equal opportunity for all	Regular training deemed essential to maintain employees' skills levels	I+
		Inclusive culture that promotes gender diversity, including in managerial roles	I+
		Psychological and social impact of discriminatory conduct (ethnic/gender/age discrimination in recruitment or in operations)	I-
		Regulatory and reputational risks arising from discrimination	R

Environment

With a business model focused on intellectual services, environmental issues are not predominant. However, the intensification of digitalisation in our business model is giving growing importance to climate change and the circular economy.
Since digital services and data processing are central to our business, any interruption could compromise our smooth operation. Our operational risk analysis shows significant exposure to medium- and long-term physical climate risks in certain locations, particularly the risk of flooding affecting some offices and data centers. To mitigate these vulnerabilities, several measures have been implemented or are currently being deployed, such as migrating our internal servers to secure colocation facilities and virtualising workstations (virtual desktop infrastructure), thereby considerably reducing the residual direct risk.
Digital infrastructure has a major environmental impact throughout the value chain. Energy consumption and associated emissions, as well as the embedded energy ("gray energy") of infrastructure, account for approximately half of the Group's total emissions.. In addition, the hardware used contributes to the exploitation of metal-containing resources, in a sector that is structurally ill-suited to circular economy principles.
IROs related to environmental topics and identified as having a medium or high level of materiality, and therefore considered priorities, are as follows:

Topic	Theme	Description of the IRO	Type of IRO (Positive impact (I+)/ Negative impact (I-)/ Risk/ Opportunity)
Climate change	Climate change adaptation	Offices and data centers jeopardised by extreme events and no longer able to meet the Group's needs	R
	Climate change mitigation	Risk of investors divesting because of the lack of climate strategy	R
		GHG emissions that contribute to global warming, contrary to the Paris Agreement targets	I-
	Energy	Exposure to increase in operating costs because of higher energy prices / Also an opportunity to reduce operating costs	R/O
		Load shedding interrupting the activity of in-house and supplier electronic platforms	R
Circular economy	Waste	Poor management of electronic waste from digital infrastructure	I-
	Resource inflows, including use of resources	Consumption of resources, particularly metals, but also water in the development of digital infrastructure	I-

ROLES AND RESPONSIBILITIES OF STAKEHOLDERS IN MANAGING SUSTAINABILITY CHALLENGES

Effective governance at the operational structures of the Group ensures the implementation of strategic directions and the management of IROs.

To address sustainability challenges, we have established a structured governance framework, leveraging its historically established organizational structure.

Sustainability matters are addressed at the highest organisational level by the Board of Directors, which is responsible for defining the Group's long-term strategy, identifying sustainability related impacts, risks and opportunities, setting principles for managing them, and overseeing measures implemented.

The Group has an independent Board of Directors, which consists of experienced members committed to safeguarding the interests of the Group and its shareholders. All directors are subject to strict ethical and conduct rules and procedures in terms of ethics and conduct, including those related to conflicts of interest, confidentiality and duty of care.

Two Board committees, the Audit Committee and Remuneration Committee, are involved in the governance of the sustainability framework within the scope of their responsibilities.

The Audit Committee assists the Board of Directors in monitoring processes intended to guarantee compliance with laws and regulations, and ensures that the Group meets upcoming regulatory deadlines.

The Remuneration Committee oversees the application of remuneration principles for CFT's executive managers, while taking account of risk factors and Group's sustainability policy. These principles are based on completeness, balance, consistency, clarity, measurability, and transparency, as defined by the Board.

Strategic decisions are translated into action through effective governance within the Group's regional operational structures.

In accordance with its long-term strategy, the Board of Directors delegates to its entities' Executive Boards the responsibility of implementing sustainability strategy and managing operational sustainability initiatives. This implementation relies on risk, impact, and opportunity mapping.

The Executive Boards actively promote a sustainability culture within their respective local structures and ensure that the Group's commitment to a robust sustainability framework is integrated in its risk management, decision-making process and day-to-day activities.

We have a network of compliance and risk management officers who analyse and assess risks. They report periodically to our governing bodies on developments in existing risks and the emergence of new ones, and where appropriate recommend adjustments to the framework based on environmental changes and expectations of local stakeholders.

Reports on a set of priority governance indicators are submitted regularly to the Group's Head of Compliance and operational risk, who is responsible for regularly reviewing the sustainability framework, overseeing sustainability initiatives at the parent-company level, and leading an internal working group dedicated to these topics.

The working group defines the Group's sustainability policy based on the risk mapping and double materiality assessment. Conclusions are discussed with the governance bodies of operational entities.

To enhance expertise of members of governing bodies and the network of compliance and sustainability risk management officers, CFT has organised awareness sessions in collaboration with an external specialised consultancy firm.

In 2023, these sessions were held for all members of CFT's Board of Directors, audit committees (Group and regional levels) and Remuneration Committee. They will be held biennially, with the next edition scheduled for 2025.

These training sessions primarily covered:

- A refresher on sustainability concepts,
- Applicable and upcoming regulations,
- Climate-related topics: impacts, risks, opportunities and transition strategies.

Additional training sessions have also been organised for the Group's senior manager across different geographical regions, and for representatives of key functions (Compliance, IT, Human Resources, Finance). These sessions aim to progressively enhance expertise on sustainability matters and now involve a large number of officers and managers across all of the Group's operational sites.

GOVERNANCE

Business conduct policies and corporate culture

The integration of environmental, social and governance (ESG) performance into the decision-making process has become a key factor in the markets, reflecting the sustainable growth of companies. In a strictly regulated environment, Tradition implements best governance practices and policies to serve the long-term interests of the Group and its shareholders, while addressing the social and environmental challenges inherent in its operations.
We operate in more than 30 countries, and rely on employees trained in local regulations to ensure that they are properly applied. Local management, with its experience and expertise, anticipates objectives and shares the essential knowledge with teams responsible for their implementation.
A major challenge for Tradition lies in the corporate culture, which includes business ethics, transparency and regulatory compliance in the jurisdictions in which it operates.
The Group is committed to maintaining a high ethical and integrity standards. It recognises that companies able to ensure rigorous regulatory compliance and provide services meeting the highest industry standards benefit from stronger trust-based relationships with clients, thus fostering revenue growth and preserving shareholder value.
Tradition's ethics policy is based on an approach that takes into account the specific expectations and interests of each stakeholder:

- Employees: professional development, equity and a safe and respectful working environment.
- Clients: service excellence, absolute confidentiality and impartiality in business.
- Suppliers: fair selection process, transparency and fulfilment of contractual commitments.
- Investors: transparent information and sustainable performance.
- Society: respect for human rights in the value chain and reduction of our environmental footprint.

The effective implementation of this policy relies on a communication and control framework.
The independence of operational staff and management and their knowledge of integrity rules, ensures that decision-making process is guided by client's interests, excluding any conflict with the interests of other internal or external stakeholders.
The Group has a strong governance, which is monitored and assessed quarterly through compliance indicators of practices in its subsidiaries and recommendations from internal (audit and permanent control) and external (audit and regulators, where applicable) control bodies.
The code of ethics and anti-corruption code of conduct are the two main pillars of the Group's ethics policy and provide advice to all employees about best practice and the required standards of business conduct. They are supplemented by more detailed Group policies, such as those related to anti-corruption, financial security, conflicts of interest, as well as other policies and guidelines both at Group and local levels.
The anti-corruption policy outlines the key elements of a solid anti-corruption framework based on risks identified within the Group.
We pay special attention to potential exposure to public officials, relations with third parties, recruitment, gifts and entertainment, due diligence in sacquisition, donations and sponsorships, lobbying activities and facilitation payments.
The Group's policy on conflicts of interest defines provisions related to the identification and management of such conflicts. Practical examples and scenarios of conflicts of interest are provided to help employees identify risky situations and respond appropriately in compliance with the policy.
Our policy on combating market abuse aims to protect clients from situations where information is not equally available to them, and to prevent certain parties from using non-public information to speculate on the market.
The policy for preventing money laundering and terrorist financing aims to inform all Group employees of their duties under laws and regulations in this area, as well as the measures implemented by Group's management in compliance with these laws and regulations.
To prevent any situation where the Group, through its subsidiaries or branches, could be used as a vehicle for money laundering or terrorist financing, we have implemented control systems designed to prevent and detect illicit use or attempts to misuse our products and services for such purposes, in compliance with legal and regulatory obligations.
Our governance also extends to suppliers. The Group's third party risk management policy encompasses rules for managing supplier relationships, starting with a detailed analysis conducted as part of the onboarding process for new suppliers through a KYS ("Know Your Supplier") process. This analysis covers a number of questions aligned with the Group's ethical standards.
The Group has also implemented a whistleblowing and incident reporting system, allowing employees in its subsidiaries to report serious misconduct or non-compliance with the rules governing the Group's business conduct. Multiple reporting channels are available, including traditional hierarchical channels, Human Resources, the Compliance department, and a dedicated Ethics Committee, which can be contacted via a generic email address.

Whistleblowers are protected and cannot be excluded from recruitment processes, denied access to professional training, sanctioned, dismissed, or discriminated against in any way.
All whistleblowing reports are investigated, and violations of internal policies result in appropriate disciplinary measures, which may include dismissal or even legal proceedings in the case of criminal offenses..
All staff members receive training in ethics and business integrity upon onboarding, and annually thereafter.
The Tradition Group has not been subject to any sanctions related to fraud, insider dealing, breach of trust or other conduct that could compromise the integrity of its activities.
CFT maintains an open dialogue with regulators and ensures high-quality local relationships to anticipate and implement regulatory changes. In 2024, regulatory relationships remained stable, with no specific concerns.
Local and Group Audit Committees review and ensure the resolution of any recommendations arising from regulatory audits.
The regulatory and legal environment is integrated in all CFT business development projects. Local committee meetings are held to validate new initiatives, to examine and propose measures and ensure they are aligned with applicable regulations. New products and activities are also monitored centrally in the quarterly compliance report to ensure their alignment with Group policies.
Beyond compliance with financial security and business ethics regulations, adapting to sustainability regulations is a major priority for Tradition. The Group is committed to long-term, mutually beneficial relationships with clients, investors, and society at large. Given the rapidly evolving regulatory landscape, governance and reporting must be continuously adapted. The Group maintains a regulatory watch, ensuring a proactive approach to emerging requirements and anticipating future regulatory expectations.

Client relationship management

Tradition prioritizes service quality by investing in both technical excellence—ensuring high levels of availability and resilience for its electronic platforms—and human expertise, ensuring diligent and efficient responses to client needs.
In a highly competitive sector, service continuity and quality are critical to meeting both explicit and implicit client expectations. Whether in intellectual interdealer brokerage services or technological platform performance, maintaining high service standards requires strong internal process management. Client satisfaction has a direct impact on retention and reputation, with both positive and negative repercussions.
The Group's business model relies on the use of software, IT infrastructure and digital services which are increasingly targeted by cyber threats and social engineering attacks that put both internal and client data at risk.
Given its strategic market position, Tradition is committed to exemplary cybersecurity management to mitigate regulatory, reputational and financial risks, which could lead to market share loss, revenue decline, or legal action if not properly addressed.
IT security and incident management policies are in place at Group level, and staff members are briefed regularly about cyber security risks. Training sessions are also organised across all geographic regions.
Committees in charge of assessment of new initiatives ensures that they meet local data protection standards.
Additionally, Tradition is committed to establishing a framework to ensure identification of exposures to internal and external threats. Group's entities establishes business continuity plans, including scenario analysis for operational disruption, so that they can respond suitably to disruptive events and take appropriate measures to manage any impact on their services.

Supplier relationship management

The Group acknowledges the risks involved whan engaging third parties to perform or provide services and, as far as possible, aims to proactively manage relations with third parties rather than reacting to specific events.
The selection of suppliers is carried out either as part of a local initiative by one of the subsidiaries or through a tender process led at the Group's level if the supplier is dealing with all subsidiaries.
The third party risk management policy defines the process for managing these risks in line with the Group's risk tolerance and provides the necessary framework and operational guidelines for its implementation within the entities.
The policy ensures that supplier selection and relationship management comply with CFT's requirements in terms of business ethics, transparency, service quality, data security and regulatory framework.
A six-step third-party management process has been established, including needs assessment, supplier selection, KYS due diligence process, contracting, relationship monitoring, service quality monitoring, and relationship termination management.
We pay particular attention to managing high-risk suppliers, such as outsourced service providers, through enhanced due diligence.

As part of this due diligence, suppliers are required to complete an ESG questionnaire covering:

- Corporate social responsibility
- Human rights
- Environment and climate
- Data security

Suppliers are informed about the policy's requirements, mainly through the due diligence process and contractual clauses, particularly high-risk suppliers, who must agree to comply with the Group's anti-corruption policy or an equivalent policy.
The Group's service providers must act consistently with the Group's code of ethics and anti-corruption code of conduct.
When assessing and monitoring their suppliers and service providers, Group entities take appropriate measures to ensure that ethical business practices, human rights, labour law, diversity and inclusion, sustainability and governance are adequately taken into account.
The key indicators used to measure the Group's business conduct and the management of priority IROs reflect the Group's excellence in ethics and demonstrate that Tradition operates responsibly, taking into account the impact of its actions on stakeholders.

Indicateurs	2024
Participation in mandatory Group training (anti-corruption, anti-money laundering and code of conduct for new recruits) ***A participation rate of about 100% of employees, ensuring that the Group's ethical rules are understood and followed***	80%
Quality of relations with supervisory authorities ***Stable relationships between Group entities and their respective regulators, with no specific concerns being discussed***	Good
Penalties for breaches of anti-corruption laws ***No breaches of anti-corruption rules recorded, showing that our internal controls are robust***	0
Participation in cybersecurity training ***High level of participation, with 100% success rate***	96%
Number of client disputes / number of clients ***Good management of client relationships, compliance with contractual commitment and effective customer service among Group entities***	0

SOCIAL

Group employees

Group policy on employees

Value creation is a co-creation process that involves various stakeholders such as suppliers, clients, employees and managers, company executives and board members, regulators and investors, as well as other third parties. It results from organisational and institutional frameworks that foster co-operation between diverse public and private stakeholders.
A healthy ecosystem requires competition between companies. However, it also depends on co-operation between stakeholders. Among the key stakeholders, employees are major contributors to the value creation process which ultimately benefits all stakeholders. Our corporate social responsibility mission aims to go beyond shareholders and short-term profits.
The Group develops its activities through an organic growth strategy that creates jobs in multiple countries. It currently employs more than 2,400 people worldwide.
The Group's human resources policies are built around a comprehensive vision aimed at creating a fulfilling and fair work environment. These policies cover all aspects of business life, including skills development, working conditions,

non-discrimination, equal opportunities, and respect for fundamental rights. They apply to all employees, and their implementation is adapted to local contexts. This ensures not only compliance with country-specific legal frameworks and recognized labour law practices, but also effectively meets the expectations of local employees and keeps them motivated.
These policies are implemented by local Human Resources departments and direct management, which remain highly accessible because of the Group's horizontal organisational structure.
The following regulatory framework is communicated to all employees upon their onboarding:

- The Group's Code of Ethics and its local adaptations
- Local disciplinary procedures
- The Group's and local whistleblowing system
- Contractual working conditions
- Mandatory training programs
- Local Human Resources procedures ("Handbook")

Human rights and working conditions

The Group's international presence means that it operates in countries with varying levels of maturity in terms of human rights compliance.
Due to the nature of its activities, the Group is not directly exposed to issues such as forced labour, child labour, or unsafe working environments. However, we upholds firm commitments in these areas, adhering to internationally recognised human rights standards.
The Group's entities provide their employees with clearly defined working conditions. Work is carried out in accordance with recognised employment practices, with reasonable working hours that comply with legal and industry standards. Employees are free to terminate their employment contract within a reasonable notice period, and are guaranteed to receive all salary due to them.
The Group is committed to fostering a safe working environment and offering significant responsibilities to motivated employees while providing ambitious, competitive, and fair compensation. This approach generally enhances productivity and profitability while also strengthening employee morale and corporate culture.
The well-being of employees is at the core of the Group's commitments, with a strong and comprehensive social protection system. It ensures high-quality healthcare coverage and financial security in cases of incapacity, disability, or death. Recognizing the importance of work-life balance, the Group offers support programs for parenting, retirement, and workplace well-being.
The Group's policies align with internationally recognised standards for human rights and labour law.

Equality, diversity and inclusion

By its nature, the Group promotes diversity and cultural integration, as it operates in more than 30 countries worldwide. Realizing the potential of a diverse workforce is considered essential to our success.
In its Code of Ethics, Tradition forbids any unfavourable treatment on the basis of race, colour, age, nationality, ethnicity, national origin, religion, beliefs, marital status, gender, disability, or any other illegal criterion.
Tradition is committed to promoting equality and diversity by fostering a culture of cohesion and integration. We recognise that employees from different backgrounds and experiences can bring valuable knowledge to the work environment. The Group's goal is to recruit and retain a diverse workforce that reflects the global markets in which Tradition operates.
The brokerage profession has historically been male-dominated. However, the Group actively promotes the presence of women in management positions and continues its commitment to ensuring equal opportunities for both women and men, along with its overarching policy for preventing discrimination.

Professional development and movement between roles

CFT's organic growth strategy creates jobs in many countries. With its international positioning, the Group aims to foster the personal and professional development of its employees and enhance their skills. It offers training programs and facilitates employee mobility, even though teams remain largely local. This mobility is viewed as a source of opportunity and motivation for employees.
Furthermore, our employees have the opportunity to take on multiple roles and easily explore opportunities within the Group to develop their professional profiles by seeking new learning experiences. They can gain new skills and knowledge from other segments of our business, improve the collective understanding of the industry, share information, and propose new ideas for better collaboration. these conditions contribute to our agility and motivate our employees, as they can see the impact of their work on the company's success and recognize that everyone has a crucial role to play in our ecosystem.

Investments that promote the personal and professional development of our employees are essential to maintain our company's market position and to deliver high-quality services. We are confident that the increasing engagement shown by our people and the low staff turnover rate are directly linked to our efforts aimed at providing them with more autonomy. This is why we are committed to seizing every opportunity to promote a sustainable, socially aware, and forward-looking form of organizational development that maximizes benefits for all stakeholders.

Employee dialogue process and channels for voicing concerns

The horizontal organisational structure and flexible working hours at our offices also provide every employee with direct access to management and the freedom to find greater flexibility in managing their personal and professional responsibilities. We pay particular attention to the quality of social dialogue within our company between management and employees. Employee engagement is fostered through a managerial approach that emphasizes direct dialogue and empowerment, especially within the framework of annual performance evaluation and development processes, ensuring career progression based on merit.
Performance objectives are clearly defined within the performance evaluation and employee development process, and ensure that men and women receive equal pay and benefits for equal work.
Beyond open dialogue with management, each entity defines its own procedures for employees to raise concerns. Generally, employees are encouraged to report any incidents to the local or Group Human Resources function, or to use the whistleblowing channels available at both local and Group levels.
The entity ensures that each alert is handled with discretion, and the rights of all parties involved are respected. Corrective actions and/or disciplinary sanctions for confirmed violations of policies are reviewed on a case-by-case basis within this process.
Measures are also in place to protect individuals who use these channels, ensuring confidentiality and preventing retaliation.
Knowledge of and trust in this process are assessed through annual training programs, ensuring that all relevant employees are informed about data protection and privacy laws.

Compensation and social protection

Due to the competitive nature of our industry, we know that we must continue to attract and retain the best talent. To achieve this, we create the conditions for a secure and safe working environment and provide autonomy to motivated employees who wish to develop both personally and professionally, while also offering ambitious, competitive and fair compensation.
The Group's human resources approach places particular emphasis on ensuring equitable compensation and workplace well-being to retain teams and maintain their motivation.

All of the Group's indicators related to the Social aspect are presented below:

Indicators	2024
Proportion of employees of each gender ***This ratio is close to industry averages in a profession that has historically been male-dominated***	21% female 58% male 21% unspecified (due to data disclosure restrictions in some countries)
Proportion of employees by age category ***A relatively balanced distribution, with a focus on an age group that ensures maturity and experience among the employees***	22% > 50 years 43% 30-50 years 14% < 30 years 21% unspecified (due to data disclosure restrictions in some countries)
Social Protection (through public programs or company-provided benefits) against income loss due to major life events ***Solid, comprehensive welfare benefits***	100% sickness 100% workplace accident 100% parental leave 100% retirement 84% unemployment
Proportion of employees who have benefited from geographic or functional mobility compared to those leaving the Group ***This ratio reflects employees' interest in such opportunities and their motivation to remain with the Group***	54%
Employee turnover rate ***A low turnover rate, demonstrating the Group's ability to retain talent and maintain healthy social relations***	13%
Number of serious human rights issues or incidents involving our own employees ***No human rights breaches were recorded***	0

Workers in the value chain

Group Policy on workers in the value chain

Our main clients are large financial institutions that are highly committed to social and societal initiatives. Our direct suppliers, the vast majority of whom provide intellectual services, operate in countries with stringent labour laws.
Nevertheless, due diligence regarding clients and suppliers is ensured through selection and engagement procedures that carefully assess the relevance and robustness of their vigilance policies, as well as their transparency in this regard.

Suppliers and the duty of vigilance on human rights

The Group has a Code of Ethics in which it commits to upholding fundamental human rights within its sphere of influence, including among suppliers and other business partners.
Although the Group's suppliers are located in countries where local labour laws impose strict employment requirements, the Group integrates human rights compliance checks into its supplier selection and engagement processes, particularly for IT equipment and service providers (a sector that is relatively exposed to such risks), and assesses their transparency in respecting of human rights .
To assess the risk of human rights violations, the Group refers, among other sources, to the United Nations treaty mapping.
Of the 30 countries where the Group operates (and by extension, its suppliers), more than 80% have ratified at least 10 of the 18 United Nations human rights treaties.

Clients – best execution and data protection

Service quality, defined as the ability of offered services to meet clients' expressed or implicit needs, is particularly critical in the competitive sector in which the Group operates. Committing to a high level of service, whether in terms of the quality of intellectual intermediation services or the robustness and performance of IT platforms, requires strong control over internal processes. The impact of client satisfaction, whether positive or negative, directly affects client retention and the Group's reputation.
Regulatory obligations, particularly those under the MiFID directive, require European entities to adhere to the best execution framework. This means ensuring that, when executing orders, the best possible outcome is achieved for clients. Full reporting is submitted to regulatory authorities to provide justifications, particularly regarding execution prices based on market conditions, order books, liquidity, etc. Beyond regulatory requirements, the Group's ability to meet clients' expressed or implicit needs is closely monitored to maintain its competitive position in the brokerage industry.
Furthermore, the Group's business model relies on software, infrastructure, and IT services that are essential to its operations. Aware that these systems are increasingly targeted by cybersecurity threats, the Group ensures that each subsidiary maintains a cybersecurity policy aligned with local regulations. Additionally, the use of clients' personal, demographic, content-based, and behavioral data represents a potential avenue for new sales and product development, which must strictly comply with regulatory frameworks to ensure privacy protection.
The Group's IT security policy is decentralized by region based on local regulations, with implementation delegated to subsidiaries. For any new business activity, the New Initiative Committee verifies locally that the project meets security requirements related to data protection.
Regular awareness campaigns are conducted for employees regarding cybercrime risks, and training sessions are organized. The number of cybersecurity training sessions is a key performance indicator for the Group.

ENVIRONMENT

Climate change and energy consumption

Environmental risks refer to the manifestation of environmental factors that may have a detrimental impact on the Group's financial performance.
The Group has implemented an approach to qualify its climate-related risks and opportunities, and by extension, its environmental risks. This approach is part of a progressive process intended to achieve ongoing improvements in the Group's analyses and action plan, in order to support its transition.
Transition risks and opportunities have not been deemed material for the Group. However, CFT is aware of its carbon footprint and is committed to tracking its environmental performance.
In 2024, the Group recognized the need to develop a transition plan that takes into account the operational specifics of each region and ensure it is compatible with the company's strategy. The study of this plan is scheduled for 2025.
The Group's approach to energy-climate challenges is based on three key points:

- The resilience of the operations chain when confronted with extreme weather events, based on annually controlled internal business continuity plans and choosing data centre operators that meet the highest standards in this area.
- Reductions in the energy consumed by data centres, by selecting operators with the best energy efficiency rates in the market.
- Reductions in the energy consumption by offices, by searching for low consumption premises when relocating.

Action plans are implemented at multiple levels within the Group to ensure operational continuity, better adaptation to climate change, and optimal management of energy-related risks.
Business continuity plans are managed at the regional level by IT system management heads, who ensure that critical operational processes can continue in the event of a major physical event that renders offices inoperative. These plans involve relocating activities to offices in nearby subsidiaries and/or accessing systems remotely through virtualization solutions.
A questionnaire regarding the climate resilience of critical suppliers is implemented when starting relationships with them.
Data centre management is outsourced to specialized providers that meet the highest standards in physical risk management and operational continuity. These measures are complemented by a physical server redundancy policy ensuring essential business services.

The outsourcing of data center management also aims to minimize the Group's IT server energy consumption. The subcontractors selected are among the most stringent in the market in terms of energy management. Particularly in Europe and the United Kingdom, these subcontractors are certified with ISO 14001, EU Code of Conduct, and are engaged in the Climate Neutral Data Centre Pact.
A procedure to relocate the London office has been initiated in 2024 to offices certified BREEAM (Building Research Establishment Environmental Assessment Method: a UK method for assessing environmental performance of buildings). The relocation will be completed in 2025.

Use of resources and circular economy

The issues related to resources and the circular economy are primarily linked to the Group's digital infrastructure. The management of these issues is based on the systematic collection of end-of-life devices by subcontractors specialized in the reconditioning and recycling of electronic waste. Under the responsibility of IT system managers, the Group's European subsidiaries ensure that all end-of-life IT devices are managed by certified subcontractors in compliance with EU Directive 2012/19/EU of the European Parliament and the Council of July 4, 2012, regarding waste electrical and electronic equipment (WEEE).

The Group's carbon footprint

The Group's carbon footprint is reassessed annually by an external firm to, if necessary, complete the calculation and refine the analysis of the information in order to better track the progress made in this area. The calculation considers Scope 1 (direct GHG emissions produced by the company), Scope 2 (indirect emissions related to energy but not directly occurring at the company site), and Scope 3 (indirect emissions that are not under the company's control).
The Group's total CO2 emissions were estimated at 38,238 tons in 2023, considering all three scopes.
The distribution of emissions by scope is as follows:

- Scope 1 - 367 tons CO2
- Scope 2 - 3,020 tons CO2
- Scope 3 - 34,851 tons CO2

More than 50% of CO2 emissions are indirect and primarily linked to suppliers.
A reassessment of the Group's carbon footprint was undertaken in 2024 and will be used as the basis for the transition plan to be adopted in 2025.

NEXT STEPS IN MANAGING ESG ISSUES

CFT considers that structured monitoring of sustainability indicators is essential to track and measure its performance, as well as identify areas where improvements can be made.
The implementation of a new integrated tool for managing non-financial data and sustainability performance monitoring will begin in 2025.
This tool will address three major challenges:

- Collecting and processing scattered and complex data
- Simultaneously responding to evolving Swiss requirements for sustainability reporting
- Establishing a dashboard to guide decision-making.

Furthermore, a reassessment of the materiality matrix and a review of risks, opportunities, and impacts will also be conducted to respond, if necessary, to dynamic changes in regulatory requirements and stakeholder priorities.
A transition plan that takes into account the materiality matrix, the specific operational factors in each region, and that is compatible with the Group's strategy and business model, will be studied in 2025.

Operating review

« Compagnie Financière Tradition aims to leverage its strategic positioning and expertise to support its clients in a more complex market landscape. »

In 2024, the dynamic macroeconomic environment in which the Group operated was marked by the pivotal shift in monetary policy of central banks in the world's largest economies. These changes, along with ongoing geographical uncertainty, drove volatility in financial markets and helped boost trading volumes across all regions and asset classes. Furthermore, the Group's activity continued to be stimulated by its organic growth policy.
Against this backdrop, the Group's consolidated revenue, including the share of joint ventures, was up 11.0% at constant exchange rates to CHF 1,132.8m compared with CHF 1,053.9m in 2023. Revenue from interdealer broking business (IDB) was up 10.7% at constant exchange rates to CHF 1,097.8m, while revenue from the online forex trading business for retail investors in Japan (Non-IDB), was ahead 22.6% to CHF 35.0m.
Operating profit, including the share of joint ventures, was CHF 152.4m against CHF 127.7 in 2023, up 23.2% at constant exchange rates, with an operating margin of 13.4% and 12.1% respectively.
The Group is active in all the major financial markets and operates in numerous currencies. Its results are therefore affected by movements in the exchange rates used to translate local figures into Swiss francs.
In the tables below, changes in activity compared with 2023 are presented at constant exchange rates in order to provide a clearer analysis of underlying performance, as well as at current exchange rates used to prepare the income statement.
Companies jointly controlled with other partners are proportionally consolidated in the Group's management reports, as this allows a more accurate evaluation of their economic performance and key indicators. This presentation method is used in reporting segment information in the notes to the interim and annual financial statements. The Group's revenue and operating profit, including the share of joint ventures, are presented below, with a reconciliation to reported figures.

REVENUE

Business activity grew during the year, with reported consolidated revenue of CHF 1,051.6m compared with CHF 982.4m in 2023, an increase of 10.4% at constant exchange rates, or 7.0% at current exchange rates.

Analysis of revenue by business and product group:

CHFm	2024	2023	Variation at current exchange rates	Variation at constant exchange rates
Currencies and interest rates	457.6	435.5	+5.1%	+7.5%
Securities and security derivatives	340.0	329.0	+3.4%	+9.2%
Commodities and other	300.2	258.0	+16.4%	+17.8%
IDB business	**1,097.8**	**1,022.5**	**+7.4%**	**+10.7%**
Non-IDB business	35.0	31.4	+11.5%	+22.6%
Total revenue including share of joint ventures	**1,132.8**	**1,053.9**	**+7.5%**	**+11.0%**
Equity accounted joint ventures	-81.2	-71.5		
Total reported revenue	**1,051.6**	**982.4**	**+7.0%**	**+10.4%**

Analysis of consolidated revenue by region:

CHFm	2024	2023	Variation at current exchange rates	Variation at constant exchange rates
United Kingdom	340.8	284.6	+19.8%	+19.8%
Continental Europe	135.9	148.8	-8.7%	-7.2%
Europe, Middle East and Africa	**476.7**	**433.4**	**+10.0%**	**+10.5%**
Americas	375.5	352.5	+6.5%	+12.4%
Asia-Pacific	280.6	268.0	+4.7%	+9.9%
Total revenue including share of joint ventures	**1,132.8**	**1,053.9**	**+7.5%**	**+11.0%**
Equity accounted joint ventures	-81.2	-71.5		
Total reported revenue	**1,051.6**	**982.4**	**+7.0%**	**+10.4%**

EUROPE, MIDDLE EAST AND AFRICA

Activities managed from our London office accounted for 30.1% of consolidated revenue in 2024, against 27.0% in 2023. Overall, revenue in the UK was up 19.8% on the previous year at constant exchange rates. In Continental Europe, revenue was down 7.2% at constant exchange rates. The region represented 12.0% of consolidated revenue, against 14.1%% in the previous year.

Revenue generated in this region includes that of the Group's electronic trading platforms, Trad X for interest rate swaps in euros, and ParFX for spot forex.

In 2024, the Group opened a branch in Abu Dhabi, marking a significant milestone in strengthening its strategic presence in the Middle East.

AMERICAS

Revenue was up 12.4% year on year at constant exchange rates. Overall, activities in the US generated 33.2% of consolidated revenue, against 33.4% in 2023. The figures for this region include revenue from Trad-X for interest rate swaps in dollars and from Bonds.com for bonds.

ASIA-PACIFIC

Revenue in this region grew 9.9% at constant exchange rates compared with 2023. The region accounted for 24.8% of consolidated revenue against 25.4% in the previous year. Revenue for this region includes the forex trading business for retail investors in Japan operated by Gaitame.com. Additionally, following a public tender offer, Gaitame.com strengthened its position in the Japanese market in December 2024 by acquiring a 92% stake in Money Partners Group. The transaction was finalized in February 2025, after the buyout of minority shareholders.

OPERATING PROFIT

Operating profit, including the share of joint ventures, was CHF 152.4m against CHF 127.7m in 2023, an increase of 23.2% at constant exchange rates, with an operating margin of 13.4% and 12.1% respectively.

IDB operating profit, including the share of joint ventures, was up 22.4% at constant exchange rates to CHF 133.3m, with a margin of 12.1% against 10.9% in 2023.

At Gaitame.com, in Japan, operating profit was CHF 19.0m against CHF 16.3m in 2023, with a margin of 54.4% against 52.0% in 2023.

Reported operating profit for the year was CHF 125.4m against CHF 105.5m in 2023, an increase of 21.6% at constant exchange rates with an operating margin of 11.9% compared with 10.7% in 2023.

The reconciliation of the operating profit including the share of joint ventures to reported operating profit is as follows:

CHFm	2024	2023	Variation at current exchange rates	Variation at constant exchange rates
Operating profit including share of joint ventures	**152.4**	**127.7**	**+19.3%**	**+23.2%**
Operating margin including share of joint ventures in %	13.4%	12.1%		
Equity accounted joint ventures	-27.0	-22.2		
Reported operating profit	**125.4**	**105.5**	**+18.9%**	**+21.6%**
Reported operating margin in %	11.9%	10.7%		

NET PROFIT

In 2024, the Group recognised net financial income of CHF 2.7m, against net financial expense of CHF 4.1m in 2023. The interest rate environment positively impacted interest income from cash investments. Income generated, net of interest expense on bank borrowings and bonds, was up CHF 2.0 m on the year to CHF 5.0m, against CHF 3.0m in 2023. Net foreign exchange results due to currency fluctuations represented a loss of CHF 0.5m for the year against CHF 5.1m in 2023.
The share in the results of associates and joint ventures was CHF 25.4m against CHF 25.8m in 2023, an increase of 5.1% at constant exchange rates.
The Group's tax expense amounted to CHF 30.2m against CHF 26.1m in 2023, with an effective tax rate of 24% against 26% in the previous year.
Consolidated net profit was CHF 123.3m compared with CHF 101.1m in 2023 with a Group share of CHF 115.6m against CHF 94.4m in 2023, an increase of 27.0% at constant exchange rates. Basic earnings per share rose by 23.2% at constant exchange rates to CHF 15.1m against CHF 12.7m in 2032.

BALANCE SHEET

The Group maintained its sound balance sheet with a strong capital position, while keeping a low level of intangible assets and a strong net cash position. Consolidated equity, before deduction of treasury shares in the amount of CHF 49.4m, was CHF 555.4m, with net cash, including the Group's share in the net cash position of joint ventures, of CHF 305.0m and gross cash of CHF 611.7m.
Consolidated equity stood at CHF 505.9m at 31 December 2024, (2023: CHF 426.0m) of which CHF 483.0m was attributable to shareholders of the parent (2023: CHF 405.1m). Total adjusted cash, including financial assets at fair value, net of financial debts, was CHF 219.2m at 31 December 2024 against CHF 173.2m at 31 December 2023.

REGULATORY DEVELOPMENTS

The section below outlines the major regulatory developments in 2024 in the regions where CFT conducts its business. Regulators continued to focus on environmental, social, and governance (ESG) related matters, cybersecurity risks, cryptocurrency and resilience.

AMERICAS

USA

As expected, US financial market activity in 2024 was dominated by the lead-up to the US presidential election and its ramifications. With the Republican Party winning a majority of the electoral college votes, Donald Trump was elected the 47th President of the United States. The Republicans now control not only the White House, but also the Senate and the House of Representatives. The impacts of this election will become apparent over time. However, President Trump's statements and executive orders indicate an intention to pursue the policies he initiated during his 2016 to 2020 presidency.

On the domestic front the US Federal Reserve maintained its rate-cutting strategy through to the end of the year but signalled a cautious approach to further cuts in 2025. The regulatory bodies continued to focus on cybersecurity, consumer protection, ESG considerations, governance of decentralised finance (DeFi), cryptocurrencies, and digital assets.

The administration change from Democrat to Republican has resulted in broad policy shifts within the US regulatory landscape. The change in administration also led to the departure of Chair Behnam and the appointment of Commissioner Caroline Pham as Acting Chair of the Commodity Futures Trading Commission (CFTC). Ms Pham, who previously held positions at the Securities and Exchange Commission (SEC) and the CFTC, as well as in the private sector, has served as a Commissioner at the CFTC since April 2022. Several high-profile changes in key division roles followed.

In 2024, the CFTC increased enforcement activity in the digital asset sector. Key regulatory priorities included risk management, conflicts of interest, margin and segregation requirements, the role of self-regulatory organisations, and affiliate risk management. Advisory notices were issued on the use of artificial intelligence (AI) in regulated markets and compliance with existing regulations.

Under new leadership, the CFTC is expected to maintain a coordinated approach with domestic and global regulators on AI, cybersecurity, and cryptocurrencies. However, Acting Chair Pham has emphasised a "back-to-basics" approach. Early indications suggest a potential reorganisation of the CFTC's division structure to improve efficiency in handling market-related issues. Enforcement priorities will focus on fraud and misconduct causing actual consumer harm. A stated goal includes fostering industry dialogue through roundtables on digital assets, affiliations, conflicts of interest, and prediction markets. Acting Chair Pham has also indicated that no major actions on digital assets will occur without direction from President Trump.

As with the CFTC, the change in administration led to key senior departures at the SEC, most notably Chair Gensler. President Trump has nominated former SEC Commissioner Paul Atkins to lead the SEC. Mr Atkins, who previously served as an SEC Commissioner from 2002 to 2008, is known for his pro-business stance and strong support for cryptocurrency. If confirmed, he is expected to shift the SEC's approach toward a more principles-based regulatory framework.

In 2024, the SEC implemented several key initiatives, including the introduction of Security-Based Swap Execution Facilities (SBSEFs) and mandatory reporting of Security-Based Swap (SBS) positions. Other focus areas included ESG disclosures, whistleblower protection, and record-keeping requirements.

Looking ahead to 2025, the SEC's primary areas of concern remain AI, cybersecurity, and cryptocurrencies, in alignment with global regulatory trends. Additionally, compliance policies and procedures, broker-dealer activity, standards of conduct, fintech innovations involving digital assets and Web3, and fiduciary duties for investment advisors have been identified as areas for increased regulatory scrutiny.

EMEA

United Kingdom

The Financial Services and Markets Act 2023 (FSMA 2023) represents the most significant piece of UK financial legislation since the Financial Services and Markets Act 2000. This landmark legislation has been restructuring the UK's financial regulatory framework since mid-2023, including the revocation of retained European Union (EU) law, reforms to wholesale market regulations, and the introduction of a regime for critical third-party service providers.

The ESG regulatory landscape continues to expand. The EU Corporate Sustainability Reporting Directive (CSRD) has introduced more detailed sustainability reporting requirements for listed companies. In the UK, the Financial Conduct Authority (FCA) finalised its Sustainability Disclosure Requirements (SDR) and anti-greenwashing rule in December 2023, with most rules taking effect in 2024. The anti-greenwashing rule applies to all UK-authorised firms.

The FCA has proposed new diversity, equity, and inclusion (DEI) reporting and disclosure requirements for firms with more than 251 employees. These firms must establish a DEI strategy and specific targets. As part of this initiative, the FCA is also consulting on new guidance on non-financial misconduct, particularly in relation to assessing fitness and propriety under the conduct rules.

Additionally, the FCA issued a Market Watch notice addressing concerns over "printing" and "flying" practices, urging firms to enhance compliance, training, surveillance and disciplinary procedures.

The FCA also issued a significant fine to Infinox for failing to submit transaction reports on single-stock contracts for difference (CFD) trades executed through corporate brokerage accounts. This marks the first enforcement action for breaches of transaction reporting requirements under the UK's Markets in Financial Instruments Regulation (MiFIR).

The FCA launched a call for input on its review of regulatory requirements following the introduction of the Consumer Duty, signalling a potential shift in compliance expectations for firms operating in the UK.

European Union

In 2024, the European Union implemented several significant regulatory changes in the financial sector.

The EU formally established the Anti-Money Laundering Authority (AMLA) to enhance supervision of financial institutions and strengthen AML/CFT (anti-money laundering and countering the financing of terrorism) frameworks. The AMLA is responsible for overseeing high-risk financial entities and coordinating with national authorities to ensure compliance with AML and CFT regulations.

The European Securities and Markets Authority (ESMA) is pressing for increased oversight of major stock exchanges and critical financial infrastructures, as it seeks to become a European equivalent of the US Securities and Exchange Commission.

The EU's Markets in Crypto-Assets Regulation (MiCA) became fully applicable in December 2024, establishing a comprehensive framework for crypto-asset markets, enhancing consumer protection and setting clear standards for crypto-asset service providers.
The Digital Operational Resilience Act (DORA), which will deploy its effects from 17 January 2025, will strengthen the ability of financial entities to withstand and respond to information and communication technology (ICT) related disruptions and cyber threats.
Sustainable finance experts proposed revisions to the EU's classification rules for climate-friendly activities, aiming to reduce the corporate reporting burden by one third. The suggested changes include streamlining the EU taxonomy and simplifying compliance with the "do no significant harm" (DNSH) criteria. Advisers also recommended a new categorisation system for financial products, replacing the existing designations under Articles 6, 8 and 9 of the Sustainable Finance Disclosure Regulation (SFDR) with four categories: "sustainable", "transition", "ESG collection" and "unclassified products". Each category has defined criteria and measurable performance indicators to enhance clarity and combat greenwashing.

Dubai

Dubai's financial sector witnessed several significant regulatory developments in 2024.
In October, the Dubai Financial Services Authority (DFSA) and Moro Hub, a subsidiary of Digital DEWA, announced a strategic partnership to enhance the DFSA's approach to information technology and cybersecurity operations. This collaboration aims to strengthen the financial services sector's resilience against cyber threats.
The DFSA released Consultation Paper No. 161, proposing adjustments to its prudential regime. Key proposals included eliminating the expenditure-based capital minimum for firms that do not hold client assets, revising capital requirements, and introducing new activity-based capital requirements.
Additionally, the DFSA published Consultation Paper No. 162, inviting public comments on proposed amendments to its statutory objectives. The primary recommendation was to introduce a secondary objective for the DFSA – to promote development of the financial services industry – while continuing to pursue its primary objectives.
In October, the DFSA issued a "Dear SEO" letter summarising key findings from its thematic review on complaints handling. Areas for improvement included the need for clearer written procedures, better recognition of complaints, enhanced governance frameworks, and more effective monitoring and training.
In December, the DFSA Board approved amendments to the Prudential – Investment, Insurance Intermediation and Banking Business Module (PIB) of the DFSA Rulebook. These changes will take effect on 1 April 2025, and 1 January 2026.
During 2024, the DFSA finalised eight enforcement cases involving unauthorised financial activities, misleading investors, non-compliance with anti-money laundering obligations, and obstruction of DFSA investigations. These actions resulted in fines exceeding USD 2.5 million, reinforcing the DFSA's commitment to financial sector integrity.
These regulatory developments highlight Dubai's continued efforts to enhance transparency, strengthen resilience, and refine its financial framework.

ASIA-PACIFIC

Japan

In 2024, Japan's Financial Services Agency (JFSA) implemented significant regulatory reforms to enhance transparency, risk management, and operational resilience in the OTC derivatives market. JFSA introduced stricter reporting standards and internal controls for OTC derivatives traders in line with global regulatory trends. Revised capital adequacy requirements were introduced to strengthen the financial robustness of market participants. New cybersecurity measures were enforced to mitigate the risk of cyberattacks on digital trading platforms. JFSA issued a warning about fraudulent cold calling in securities investments to protect investors from scams. At the end of the year, interest rate swaps referencing Euroyen TIBOR were removed from mandatory clearing requirements as part of Japan's benchmark transition strategy.

South Korea

The Financial Services Commission (FSC) and the Bank of Korea (BOK) introduced measures in 2024 to improve derivatives market accessibility, transparency, and regulatory compliance. Foreign financial institutions were allowed broader access to the FX market, and new margin requirements were introduced. FSCMA amendments require enhanced transparency and reporting for intermediaries and introduce stricter penalties for unfair trading activities, including stock price manipulation. Registered Financial Institutions (RFIs) are authorised to trade FX swaps and outright forwards in the onshore FX market, with trading hours extended until 2 a.m. The AML regulations amendment was announced to enhance accountability and professionalism in AML operations. It will take effect on 13 May 2025, allowing financial institutions time to update internal policies and structures. At the end of the year, Unique Transaction Identifier (UTI) reporting was implemented to enhance trade transparency.

Hong Kong

Hong Kong's Securities and Futures Commission (SFC) and the Hong Kong Monetary Authority (HKMA) implemented several measures to modernise the region's OTC derivatives market and to integrate it with international frameworks. The SFC updated AML/CFT guidelines and introduced a Unique Transaction Identifier and Unique Product Identifier (UPI) for derivatives reporting. The China Securities Regulatory Commission (CSRC) and SFC enhanced the Stock Connect scheme, facilitating access to ETFs, REITs, and RMB-denominated stocks. Swap Connect enhancements allowed for greater product variety and risk management capabilities. The SFC and HKMA refined their OTC derivatives reporting regime, ensuring better compliance with global reporting standards. At the end of 2024, the SFC mandated the adoption of standardised OTC derivatives data elements to align them with international reporting frameworks.

China

China implemented reforms to further integrate its derivatives markets with global financial systems while reinforcing regulatory oversight. The People's Bank of China and the SFC expanded Swap Connect, thereby increasing trading activity and product diversity. China strengthened cross-border financial regulations to ensure proper risk management in OTC derivatives. Finally, the China Securities Regulatory Commission (CSRC) announced measures to stabilise market volatility in derivatives trading.

Singapore

In 2024, the Monetary Authority of Singapore (MAS) focused on risk governance, fair dealing, and AML regulations. It introduced mandatory ESG disclosures for derivatives intermediaries. MAS also sought public views on a proposed AML/CFT Notice for organised market operators formed or incorporated in Singapore in the conduct of their operations and business activities, under which Singapore organised market operators would be required to conduct customer due diligence for non-FI clients. This led to the publication of Notice SFA02-N05 in Jan 2025. Additionally, MAS issued Notice FSM-N21, requiring enhanced technology risk management. In June, the Money Laundering National Risk Assessment was published to guide financial institutions in combating financial crime. In October, MAS implemented UTI and UPI reporting mandates, aligning Singapore with global derivatives market standards.

South East Asia (Philippines, Thailand, and Indonesia)

In the Philippines, regulatory changes focused on digital security and financial oversight. The SEC mandated digital identity verification for financial transactions. AML training was required for all covered persons in the financial sector. The SEC also launched new digital platforms for regulatory efficiency.

Thailand also saw significant regulatory developments. The SEC issued guidelines for managing climate-related financial risks. The Anti-Money Laundering Office (AMLO), SEC, and Stock Exchange of Thailand (SET) collaborated to combat illegal securities trading. Draft amendments were introduced to strengthen IT system regulations for financial entities.

In Indonesia, the Financial Services Authority (OJK) released new operational risk management guidelines for intermediaries and Regulation POJK 11/2024 to improve financial information reporting.

Australia and New Zealand

In Australia, the Australian Securities and Investments Commission (ASIC) and the Australian Prudential Regulation Authority (APRA) implemented various measures throughout 2024 to improve financial market integrity. ASIC extended legislative instruments affecting derivatives trading. New guidance was released on technological and operational resilience for market participants. ASIC implemented a revised Derivative Transaction Rules framework, introducing ISO 20022 XML-based reporting. By December, UPI reporting became mandatory, aligning with international standards.

New Zealand also made strides in strengthening its regulatory framework. The Financial Markets Authority (FMA) introduced new derivatives reporting standards and mandated business continuity planning for market licence holders to enhance financial system stability. The Anti-Money Laundering and Counter-Terrorism Financing Amendment Act 2024 was passed, introducing significant reforms to Australia's AML and CTF framework.

OUTLOOK

Compagnie Financière Tradition's activity since the beginning of the year has grown compared to the same period last year, at constant exchange rates, continuing on the trend from previous years.
The Group operates at the heart of global financial markets, where its brokerage activities depend on market conditions and the risk management strategies of its clients. These operate in an environment marked by interest rate volatility, currency fluctuations, bond and equity market liquidity, and commodity market dynamics, influenced by both structural and cyclical factors.
The economic outlook for 2025 is shaped by growing differences in approach between major monetary policies. While some market participants may prioritize fiscal stimulus measures and a more interventionist approach, others are likely to adopt a more cautious stance, aiming to preserve financial stability in the face of potential inflationary pressures. These developments could affect capital flows and increase volatility in certain market segments. Additionally, a reassessment of risks by investors may lead to market adjustments, while ongoing geopolitical tensions will continue to drive uncertainty.
In this environment, Compagnie Financière Tradition aims to leverage its strategic positioning and expertise to support its clients in a more complex market landscape. The priority remains organic growth, particularly through targeted recruitment to expand its product portfolio across different geographic regions. At the same time, the Group plans to continue making targeted investments in the digitalization of its hybrid brokerage activities, as well as in its data and analytics operations, supported by its expertise in data science. Furthermore, the continuous improvement of balance sheet quality and stringent cost management will remain essential strategic pillars, ensuring the Group's long-term resilience and competitiveness.

CONSOLIDATED FINANCIAL STATEMENTS

Statutory Auditor's Report to the General Meeting of Compagnie Financière Tradition SA, Lausanne.
Report on the Audit of the Consolidated Financial Statements

Opinion

We have audited the consolidated financial statements of Compagnie Financière Tradition SA and its subsidiaries (the Group), which comprise the consolidated balance sheet as at 31 December 2024, the consolidated income statement, consolidated statement of comprehensive income, consolidated statement of cash flows and consolidated statement of changes in equity for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements (pages 74 to 136) give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRS) and comply with Swiss law.

Basis for Opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISA) and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law, together with the requirements of the Swiss audit profession, as well as those of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

GOODWILL IMPAIRMENT

COMPLETENESS AND VALUATION OF PROVISIONS FOR LITIGATION

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

GOODWILL IMPAIRMENT

Key Audit Matter

The Group recognized a goodwill of CHF 35.5 million as at 31 December 2024 arising mainly from the TFS cash-generating units (CHF 18.3 million).

Goodwill impairment testing is performed annually at the level of cash-generating units (CGUs) and relies on estimates of value-in-use based on discounted future cash flows. Projecting and discounting future cash flows requires subjective judgements on the different assumptions used.

Due to the significance of the Group's recognized goodwill and the inherent uncertainty of forecasting and discounting future cash flows, this is deemed to be a significant area of judgment.

Our response

Our audit procedures included, amongst others, evaluating the methodical and mathematical accuracy of the model used for the impairment tests, the appropriateness of the assumptions used, and the methodology used by management to prepare its cash flow forecast. We used our own valuation specialist to support our procedures.

For a sample of cash generating units (CGUs), identified based on quantitative and qualitative factors, we performed the following audit procedures:

- assessing the reasonableness of the plans and forecasts by back-testing historical forecasts to actual results;
- challenging the robustness of the key assumptions used to determine the recoverable amount, including identification of the CGUs, forecast cash flows, long-term growth rates and the discount rates based on our understanding of the commercial prospects of the related assets and by comparing them with publicly available data;
- conducting sensitivity analyses, taking into account the historical forecasting accuracy of the Group;
- recalculating the difference between the carrying value and the recoverable amount to assess the headroom.

We also considered the appropriateness of disclosures in relation to impairment sensitivities in the consolidated financial statements.

For further information on goodwill impairment refer to the following:

- Section "Key accounting estimates and judgments" (Goodwill impairment) on page 79.
- Section "Significant accounting policies" (intangible assets, impairment losses on non-financial assets) on pages 82 to 83.
- Note 8 on pages 94 to 98.

COMPLETENESS AND VALUATION OF PROVISIONS FOR LITIGATION

Key Audit Matter

The Group recorded litigation provisions of CHF 6.5 million as at 31 December 2024. Due to the nature of the activities, the Group has historically been exposed to legal procedures and potential litigation.
Provisions for litigation are recognized when an outflow of economic benefits to settle is probable and the amount of the obligation can be estimated reliably. Risks and uncertainties are taken into account in measuring a provision.
In such instances, the determination whether a legal or constructive obligation exist, the assessment of the expected outcome of cases which can last several years, and how to disclose such matters in the consolidated financial statements can be subjective and require significant judgment.

Our response

Our audit procedures included, amongst others:

- assessing the Group's process over the identification of litigations and development of the provisions estimate as well as management's review and approval of the provisions;
- obtaining a summary of the main legal cases and conducting interviews with the Group's in-house legal counsel;
- assessing confirmation letters from the external counsels for significant cases;
- evaluating the judgments made by management in determining the litigation provisions and the range of reasonably possible losses, considering the information obtained.

For further information on provisions for litigation refer to the following:

- Section "Key accounting estimates and judgments" (Litigation) on page 80.
- Section "Significant accounting policies" (Provisions) on page 85.
- Note 21 on page 115.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of the company, the compensation report and our auditor's reports thereon.
Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.
In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.
If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Consolidated Financial Statements

The Board of Directors is responsible for the preparation of the consolidated financial statements, which give a true and fair view in accordance with IFRS and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law, ISA and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Swiss law, ISA and SA-CH, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the consolidated financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.
From the matters communicated to the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

KPMG SA

Philippe Ruedin
Licensed Audit Expert
Auditor in Charge

Naomi Chaubert
Licensed Audit Expert

Lausanne, 19 March 2025

Consolidated income statement

CHF 000	Notes	2024	2023
Revenue	1	1,051,598	982,385
Other net operating income	2	4,268	915
Operating income		**1,055,866**	**983,300**
Staff costs		-748,648	-710,187
Other operating expenses	3	-158,497	-144,492
Depreciation and amortisation	7, 8, 26	-23,342	-23,133
Operating expenses		**-930,487**	**-877,812**
Operating profit		**125,379**	**105,488**
Financial income	4	14,298	10,816
Financial expense	4	-11,608	-14,894
Share of profit of associates and joint ventures	9	25,429	25,790
Profit before tax		**153,498**	**127,200**
Income tax	5	**-30,182**	-26,145
Net profit for the year		**123,316**	**101,055**
Attributable to:			
shareholders of the parent		115,597	94,419
non-controlling interests	17	7,719	6,636
Earnings per share (in CHF):	6		
Basic earnings per share		15.09	12.71
Diluted earnings per share		14.40	12.26

Consolidated statement of comprehensive income

CHF 000	Notes	2024	2023
Net profit for the year recognised in the income statement		**123,316**	**101,055**
Other comprehensive income that cannot be reclassified to profit or loss			
Financial assets at fair value through other comprehensive income		331	-1,321
Remeasurement of defined benefit schemes		-18	-2,929
Total other comprehensive income that cannot be reclassified to profit or loss		**313**	**-4,250**
Other comprehensive income that may be reclassified subsequently to profit or loss			
Currency translation		25,893	-58,768
Other comprehensive income of associates and joint ventures	9	-665	-48
Total other comprehensive income that may be reclassified subsequently to profit or loss		**25,228**	**-58,816**
Other comprehensive income, net of tax		**25,541**	**-63,066**
Comprehensive income for the year		**148,857**	**37,989**
Attributable to:			
shareholders of the parent		139,819	33,392
non-controlling interests		9,038	4,597

The tax impact on each of the other items of comprehensive income is disclosed in Note 5.

Consolidated balance sheet

CHF 000	Notes	31 December 2024	31 December 2023
ASSETS			
Property and equipment	7	16,599	17,201
Right-of-use assets	26	33,665	36,557
Intangible assets	8	48,202	50,195
Investments in associates and joint ventures	9	136,577	128,772
Financial assets at fair value through other comprehensive income	14 a)	3,898	3,671
Financial assets at fair value through profit or loss	13	1,578	1,627
Other financial assets	10	7,214	9,663
Deferred tax assets	5	28,975	23,871
Unavailable cash and cash equivalents	11	33,367	29,595
Total non-current assets		**310,075**	**301,152**
Other current assets		15,084	12,862
Derivative financial instruments	25	125	386
Tax receivable	24	2,519	5,580
Trade and other receivables	12	477,395	309,591
Financial assets at amortised cost	14 b)	98,574	28,597
Financial assets at fair value through profit or loss	13	3	3
Cash and cash equivalents	15	394,543	325,037
Total current assets		**988,243**	**682,056**
TOTAL ASSETS		**1,298,318**	**983,208**
EQUITY AND LIABILITIES			
Capital	16	20,231	19,366
Share premium		45,232	40,085
Treasury shares	16	-49,447	-27,510
Currency translation		-269,725	-293,639
Consolidated reserves	16	736,713	666,773
Total equity attributable to shareholders of the parent		**483,004**	**405,075**
Non-controlling interests	17	22,942	20,907
Total equity		**505,946**	**425,982**
Financial debts	20	179,427	209,553
Lease liabilities	26	28,283	32,613
Provisions	21	26,818	23,934
Deferred tax liabilities	5	282	260
Total non-current liabilities		**234,810**	**266,360**
Financial debts	20	128,245	416
Lease liabilities	26	14,348	13,668
Trade and other payables	23	394,941	256,879
Provisions	21	5,675	5,327
Tax liabilities	24	10,274	13,298
Derivative financial instruments	25	1,132	129
Deferred income		2,947	1,149
Total current liabilities		**557,562**	**290,866**
Total liabilities		**792,372**	**557,226**
TOTAL EQUITY AND LIABILITIES		**1,298,318**	**983,208**

Consolidated cash flow statement

CHF 000	Notes	2024	2023
Cash flows from operating activities			
Profit before tax for the year		153,498	127,200
Depreciation and amortisation	7, 8, 26	23,342	23,133
Net financial result		-1,911	-1,082
Share of profit of associates and joint ventures	9	-25,429	-25,790
Increase/(decrease) in provisions	21	3,788	-2,436
Increase/(decrease) in deferred income		1,657	408
Expense related to share-based payments	19	1,765	4,729
(Gains)/losses on disposal of fixed assets	2	-49	17
(Increase)/decrease in receivables/payables related to matched principal activities	12, 23	-455	2,768
(Increase)/decrease in working capital		-23,617	14,268
Provisions paid	21	-485	-339
Interest paid		-7,076	-7,575
Interest received		10,699	8,633
Income tax paid		-27,933	-23,296
Net cash flows from operating activities		**107,794**	**120,638**
Cash flows from investing activities			
Acquisition of financial assets		-95,738	-41,868
Proceeds from disposal of financial assets		27,745	36,176
Acquisition of companies, net of cash acquired		-843	-171
Acquisition of property and equipment	7	-4,156	-4,147
Purchase of intangible assets	8	-3,410	-2,486
Proceeds from disposal of intangible assets	8	171	-
Dividends received		18,406	21,045
(Increase)/decrease in unavailable cash and cash equivalents		-1,673	-114
Net cash flows from investing activities		**-59,498**	**8,435**
Cash flows from financing activities			
Decrease in short-term financial debts	20	-2,714	-8,000
Increase in long-term financial debts	20	99,622	-
Lease liabilities paid	26	-15,500	-15,169
Increase in capital	16	865	230
Acquisition of treasury shares	16	-22,078	-12,058
Proceeds from disposal of treasury shares	16	188	395
Dividends paid to non-controlling interests		-6,793	-4,622
Dividends paid to shareholders of the parent	18	-46,270	-40,676
Net cash flows from financing activities		**7,320**	**-79,900**
Movement in exchange rates		13,305	-30,968
Increase/(decrease) in cash and cash equivalents		68,921	18,205
Cash and cash equivalents at start of the year		324,621	306,416
Cash and cash equivalents at year-end	**15**	**393,542**	**324,621**

Consolidated statement of changes in equity

CHF 000 (except for number of shares)	Notes	Attributable to shareholders of the parent							Non-controlling interests	**Total equity**
		Number of shares	Capital	Share premium	Treasury shares	Currency translation	Consolidated reserves	Total		
At 1 January 2023		**7,654,385**	**19,136**	**37,713**	**-23,527**	**-236,862**	**620,344**	**416,804**	**25,712**	**442,516**
Net profit for the year		-	-	-	-	-	94,419	94,419	6,636	**101,055**
Other comprehensive income		-	-	-	-	-56,777	-4,250	-61,027	-2,039	**-63,066**
Comprehensive income for the year	16		**-**	**-**	**-**	**-56,777**	**90,169**	**33,392**	**4,597**	**37,989**
Increase in capital	16	92,000	230	-	-	-	-	230	-	**230**
Acquisition of treasury shares	16	-	-	-	-12,058	-	-	-12,058	-	**-12,058**
Disposal of treasury shares	16	-	-	101	294	-	-	395	-	**395**
Dividends paid	16	-	-	455	7,781	-	-49,031	-40,795	-4,622	**-45,417**
Effect of changes in basis of consolidation	31		-	-	-	-	-	-	-4,780	**-4,780**
Exercise of share options	16	-	-	1,816	-	-	-1,098	718	-	**718**
Impact of recognition of share options	16	-	-	-	-	-	6,389	6,389	-	**6,389**
At 31 December 2023		**7,746,385**	**19,366**	**40,085**	**-27,510**	**-293,639**	**666,773**	**405,075**	**20,907**	**425,982**
Net profit for the year		-	-	-	-	-	115,597	115,597	7,719	**123,316**
Other comprehensive income		-	-	-	-	23,914	308	24,222	1,319	**25,541**
Comprehensive income for the year	16		**-**	**-**	**-**	**23,914**	**115,905**	**139,819**	**9,038**	**148,857**
Increase in capital	16	346,000	865	-	-	-	-	865	-	**865**
Acquisition of treasury shares	16	-	-	-	-22,078	-	-	-22,078	-	**-22,078**
Disposal of treasury shares	16	-	-	47	141	-	-	188	-	**188**
Dividends paid	16/18	-	-	-	-	-	-46,270	-46,270	-6,793	**-53,063**
Effect of changes in basis of consolidation		-	-	-	-	-	-273	-273	-210	**-483**
Exercise of share options	16	-	-	5,100	-	-	-2,976	2,124	-	**2,124**
Impact of recognition of share options	16	-	-	-	-	-	3,554	3,554	-	**3,554**
At 31 December 2024		**8,092,385**	**20,231**	**45,232**	**-49,447**	**-269,725**	**736,713**	**483,004**	**22,942**	**505,946**

GENERAL

Compagnie Financière Tradition SA is a public limited company with its registered office at 11 Rue de Langallerie, Lausanne. With a presence in more than 30 countries, the Compagnie Financière Tradition Group ("the Group") is one of the world's leading interdealer brokers of both financial products (money market products, fixed income, interest rate, currency and credit derivatives, equities, equity derivatives, interest rate futures and index futures) and non-financial products (energy, precious metals, and environmental products). Its shares are listed on the SIX Swiss Exchange and the Third Market Segment of the Frankfurt Stock Exchange.
Compagnie Financière Tradition SA is indirectly owned by VIEL & Cie, which holds a 68.21% controlling interest. VIEL & CIE is itself held by VIEL et Compagnie-Finance.
Publication of the consolidated financial statements for the year ended 31 December 2024 was approved by the Board of Directors on 19 March 2024.

BASIS OF PREPARATION

The consolidated financial statements are presented in thousands of Swiss francs (CHF) except where expressly stated otherwise; the Swiss franc is Compagnie Financière Tradition SA's functional currency and presentation currency. The consolidated financial statements comply with the International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB) They have been prepared on a historical cost basis, unless stated otherwise.

CHANGES IN ACCOUNTING POLICIES

The accounting policies applied to consolidated financial statements are identical to those in effect at 31 December 2023, except for the following changes which have been applied since 1 January 2024:

Standard	Surname	Effective date
IAS 1 (amendments)	Classification of Liabilities as Current or Non-current	1 January 2024
IAS 1 (amendments)	Non-current Liabilities with Covenants	1 January 2024
IFRS 16 (amendments)	Lease Liability in a Sale and Leaseback	1 January 2024
IAS 7 and IFRS 7 (amendments)	Supplier Finance Arrangements	1 January 2024

The adoption of these new provisions had no material impact on the Group's consolidated financial statements.

KEY ACCOUNTING ESTIMATES AND JUDGMENTS

When preparing the consolidated financial statements, Management makes certain assumptions and estimates in applying its accounting policies. Due to the uncertainties inherent in the Group's activities, certain items in the consolidated financial statements cannot be measured accurately and must therefore be estimated. Estimates involve judgments based on the latest reliable information available.
The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have a significant risk of causing a material adjustment to the carrying amounts of assets, liabilities, revenues and expenses as well as additional information provided during the period are as follows:

Goodwill impairment
The Group tests goodwill annually for impairment. The value in use of goodwill is estimated using discounted cash flow projections on the cash-generating units (CGUs) to which the goodwill has been allocated. Future cash flow projections and the discount rate to be used in calculating their present value are based on estimates made by Management. Additional information is disclosed in Note 8.

Deferred tax assets
Deferred tax assets are recognised for tax loss carry-forwards to the extent that it is probable that taxable profits will be available in the foreseeable future against which the temporary differences can be utilised. Management estimates the deferred tax assets to be recognised on the basis of forecasts of future taxable profits. Additional information is disclosed in Note 5.

Employee benefits
The Group's obligations under defined benefit schemes are measured each year on the basis of actuarial valuations. This type of valuation implies the use of actuarial assumptions the most important of which are the discount rate, future salary and pension increases, and the mortality rate. Because of the long-term perspective, these estimates involve a degree of uncertainty. Additional information is disclosed in Note 22.

Litigation
Provisions are recognised for ongoing litigation when the probable outcome of a lawsuit or other litigation involving the Group can be reliably estimated. The timing of cash outflows relating to these provisions is uncertain, as they will depend on the outcome of the relevant cases. They have therefore not been discounted as their present value would not be a reliable estimate. Additional information is disclosed in Note 21.

SIGNIFICANT ACCOUNTING POLICIES

Basis of consolidation
The consolidated financial statements include Compagnie Financière Tradition SA, its subsidiaries, joint ventures and associates ("the Group"). A list of the main consolidated companies, together with the controlling interest, equity interest, and method of consolidation for each one, is shown in Note 31.

Business Combinations
Company acquisitions are accounted for using the purchase method. Acquisition cost is measured as the aggregate of the fair values, at the date of exchange, of assets given, liabilities incurred or assumed, and equity instruments issued by the Group, in exchange for control of the acquired company. Acquisition costs related to business combinations are expensed.
The assets, liabilities, and contingent liabilities of the acquired company, which EMt the recognition criteria, are recognised at fair value on the acquisition date. Goodwill is recognised as an asset and is initially measured at cost, which is the excess of the cost of the acquisition over the Group's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities so recognised. If, after remeasurement, the Group's interest in the net fair value of the identifiable assets, liabilities and contingent liabilities exceeds the cost of the acquisition, the excess is immediately recognised in profit or loss. After initial recognition, goodwill is measured at cost less any accumulated impairment losses.
Goodwill on subsidiaries is shown on the balance sheet under intangible assets. As part of the annual impairment testing, goodwill is allocated to cash-generating units. Its value in use is estimated using discounted cash flow projections.
Non-controlling interests in the acquired company are initially measured on the basis of their proportion of the fair value of the net assets acquired.

Consolidation methods
Subsidiaries
All companies in which Compagnie Financière Tradition SA directly or indirectly holds a controlling interest are fully consolidated in the financial statements. There is control when the Group is exposed, or has rights, to variable returns from its involvement with the company and when it has the ability to affect those returns through its power over the company. The financial statements of subsidiaries are incorporated in the consolidated financial statements from the date on which control is obtained until the date on which control ceases. Non-controlling interests in the net assets and the comprehensive income of consolidated subsidiaries are identified and presented separately in the consolidated balance sheet and statement of comprehensive income even if this results in a deficit balance for the non-controlling interests.

Joint ventures
A joint venture is a partnership which confers on the Group rights to the net assets of the company in which it exercises joint control with other shareholders. The Group's interests in joint ventures are consolidated using the equity method. Goodwill identified on joint ventures is included in the carrying amount of the investment.

Associates
Associates in which Compagnie Financière Tradition SA has a significant but not controlling influence on the financial and operating policies are accounted for using the equity method. Significant influence is presumed when Compagnie Financière Tradition SA directly or indirectly holds over 20% of the equity voting rights in these companies. The consolidated financial statements include the Group's share of the net assets and the profit or loss of associates. Goodwill identified on associates is included in the carrying amount of the investment.

Elimination of intercompany transactions
When preparing the consolidated financial statements, balances, transactions and unrealised gains and losses between Group companies are eliminated. Unrealised gains and losses on transactions with associates and jointly controlled companies are eliminated to the extent of the Group's interest in these entities.

Foreign currency translation

The Group's presentation currency is the Swiss franc. Foreign currency transactions are translated into the functional currency of each entity of the Group using the exchange rate prevailing on the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are translated at the exchange rate prevailing at that date. Translation differences resulting from such transactions are recognised in the income statement. Non-monetary assets and liabilities denominated in foreign currencies and recognised at their historical cost are translated at the exchange rate prevailing on the date of the transaction. Those recognised at fair value are translated at the exchange rate prevailing on the date on which fair value is determined.

On consolidation, assets and liabilities of foreign subsidiaries denominated in foreign currencies, including goodwill and fair value adjustments, are translated into Swiss francs at the exchange rate prevailing on the reporting date. Income and expenses of foreign subsidiaries denominated in foreign currencies are translated into Swiss francs at the average exchange rates for the year.

Translation differences resulting from exchange rate fluctuations between years, applied to the net position of foreign subsidiaries denominated in foreign currencies, and differences between the average exchange rate during the year and the year-end exchange rate applied to the results of subsidiaries, are charged directly to equity, under "Currency translation". When a foreign subsidiary is disposed of, the cumulative amount of any exchange differences relating to the subsidiary recognised in equity is recognised in profit or loss.

The main exchange rates against the Swiss franc used in consolidation are shown below:

		2024		2023	
		Closing rate	Average rate	Closing rate	Average rate
1 euro	EUR	0.94	0.95	0.93	0.97
1 pound sterling	GBP	1.14	1.13	1.07	1.12
100 Japanese yen	JPY	0.58	0.58	0.59	0.64
1 US dollar	USD	0.91	0.88	0.84	0.90

Revenue

Revenue consists of broking revenues and commissions from broking activities conducted by Compagnie Financière Tradition's operating subsidiaries with third parties. For transactions in which we act as agents, revenue is presented net of rebates, discounts, and charges paid to correspondents, and is recognised at the time of the transaction. With matched principal activities, where the Group acts as principal to simultaneously buy and sell securities for the account of third parties, commission revenues represent the difference between the buying and selling price of the securities, and are recognised at the delivery date.

NET FINANCIAL RESULT

The net financial result includes interest from reinvestment of short-term cash flows, interest paid on short- and long-term financial debts and lease liabilities, interest in respect of account holder activities, as well as gains and losses on financial assets and liabilities. This item also includes exchange rate gains and losses on financial assets and liabilities. Interest income and expense are recognised in the income statement on a pro rata basis over the relevant period using the effective interest method.

Income tax

Tax expense in the income statement comprises current and deferred income tax, tax adjustments from previous years, and any interest and penalties. The tax effect of items recognised directly in consolidated equity or other comprehensive income is recognised in consolidated equity or other comprehensive income, respectively.

Current tax is the income tax payable in respect of taxable profit for the period, calculated using tax rates enacted, or substantively enacted at the balance sheet date, as well as tax adjustments for previous years.

Deferred tax is recognised on temporary differences between the carrying amount of a balance sheet asset or liability and its tax base. Deferred tax is calculated using the liability method at the tax rates that are expected to apply in the period when the asset is realised or the liability is settled. Any change in tax rate is recognised in the income statement except when it relates directly to equity items, or in other comprehensive income.

Deferred tax liabilities are recognised on all taxable temporary differences, excepting those relating to initial recognition of goodwill. Deferred tax assets are recognised on all deductible temporary differences and tax loss carryforwards when it is probable that future taxable profit will allow the deferred tax asset to be recovered. Otherwise, they are only recognised to the extent of the deferred tax liabilities for the same taxable entity.

Property and equipment

Items of property and equipment are stated on the balance sheet at cost less accumulated depreciation and any impairment losses. Depreciation is calculated on a straight-line basis over the estimated useful life of the asset as follows:

- Fixtures and fittings: 5 to 10 years.
- Computing and telephone equipment: 2 to 5 years.
- Other property and equipment: 3 to 5 years.

When elements of the same tangible asset have a different estimated useful life, they are recognised separately under property and equipment and depreciated over their respective estimated useful life.
Maintenance and repair expenses are charged to profit or loss in the year in which they are incurred. Expenses incurred for increasing future economic benefits related to property and equipment are capitalised and depreciated.
The fair value of property and equipment recognised following a business combination, is determined on the basis of market data. The market value is the amount that could be obtained from the sale of an asset under normal competitive market conditions between knowledgeable, willing parties in an arm's length transaction.

LEASES – THE GROUP AS LESSEE

The Group assesses whether the contract is, or contains, a lease at the date of execution of the contract. A contract is or contains a lease if it confers the right to control the use of a particular asset for a certain period of time in return for consideration. When a contract is or contains a lease, the Group accounts for each lease component in the contract as a lease, separately from non-lease components.
At the inception of the lease, the Group recognises a right-of-use asset and a lease liability, except in the case of short-term leases. Lease payments associated with those leases, for which the lease term is twelve months or less, are recognised as an expense in the income statement on a straight-line basis over the term of the lease.
The lease liability initially corresponds to the present value of outstanding lease payments, discounted at the interest rate implicit in the lease or at the incremental borrowing rate if the interest rate implicit in the lease cannot be readily determined.
Lease payments include fixed payments, variable lease payments that depend on an index or a rate, amounts expected to the paid under residual value guarantees and the exercise price of purchase options if the Group is reasonably certain to exercise them, or any penalties for terminating the lease. Subsequently, the lease liability is measured at amortised cost using the effective interest method. The lease liability is remeasured if there is a change in future lease payments resulting from a change in the index or rate used to determine those payments, a change in payments under a residual value guarantee, or a change in the assessment of an option to purchase, extend or terminate a lease. When there is a remeasurement of the lease liability, a corresponding adjustment is made to the right-of-use asset, or in the income statement if the value of the right-of-use asset has already been reduced to zero. Lease liabilities are presented in the balance sheet separately from other liabilities.
A right-of-use asset is measured at cost including the initial amount of the lease liability, initial direct costs, and an estimate of restoration costs, less any lease incentives received. The right-of-use asset is depreciated over the term of the lease or the useful life of the underlying asset, whichever is shorter. It is also subject to an impairment test when there is any indication of impairment. Right-of-use assets are presented in the balance sheet separately from other assets.

Intangible assets

Intangible assets are generated internally or are acquired, either separately or in a business combination, and are recognised when they are identifiable and can be measured reliably. They are stated on the balance sheet at cost less accumulated amortisation and any impairment losses.
Amortisation is calculated on a straight-line basis over the estimated useful life, except where this is indefinite. Intangible assets with an indefinite estimated useful life are tested annually for impairment. The estimated useful life of assets is as follows:

- Software: 3 to 5 years
- Other intangible assets: 3 to 5 years
- Goodwill: indefinite

Impairment losses on non-financial assets

Non-financial assets are reviewed at each reporting date to assess whether there is any indication of impairment. If any such indication exists, the recoverable amount of the asset is estimated. To determine the recoverable amount, the Group uses market data or, where this is unavailable or unreliable, discounted future cash flow techniques.
For goodwill and intangible assets with an indefinite useful life, the recoverable amount is estimated annually, regardless of whether there is an indication of impairment, or more regularly when there are indications of impairment.
An impairment loss is recognised in the income statement when the carrying amount of an asset or the cash-generating unit (CGU) is greater than its recoverable amount. The recoverable amount of an asset is the higher of its net selling price and its value in use. The value in use is the present value of the future cash flows expected to be derived from an asset or CGU.
An impairment loss is recognised on a CGU, first, to reduce the carrying amount of any goodwill allocated to the CGU, and then on the other assets in the unit pro rata to the carrying amount of each asset in the unit.

Impairment losses on non-financial assets recognised in previous periods, other than for goodwill, are reviewed annually and reversed where necessary.

Matched Principal Activities

Some Group companies act as principal in the simultaneous purchase and sale of securities for the account of third parties. Such trades are completed when both sides of the deal are settled, namely once payment is made and the securities are delivered (matched trades).
In order to reflect the substance of these transactions, they are recognised at the delivery date. Counterparty receivables and payables arising on current transactions that have gone beyond the expected settlement date are carried gross on the balance sheet under "Trade and other receivables" or "Trade and other payables". Counterparty receivables and payables for matched principal transactions expected to be settled in the normal course of trading are disclosed in Note 28.

Derivative financial instruments

The Group uses derivative financial instruments on a specific and generally marginal basis, mainly to manage foreign currency risks arising during the course of its activities. These instruments mostly consist of forward exchange contracts and currency options.
Financial instruments are initially recognised at fair value. Thereafter, all derivative financial instruments are measured at fair value, either at the market price for listed instruments or on the basis of generally accepted valuation models for unlisted instruments. Changes in the fair value of financial instruments are recognised in the income statement.

Cash and cash equivalents

Cash consists of cash in hand and sight deposits held with banks; cash equivalents are short-term bank deposits and short-term money market investments with maturities of three months or less from the acquisition date. Short-term money market investments are made up of short-term cash products such as government securities and money market funds. Bank overdrafts are included with short-term bank borrowings.
Bank overdrafts payable on demand are included in cash and cash equivalents in the cash flow statement.

Financial assets

Recognition and initial measurement

Ordinary purchases and sales of financial assets are initially recognised and subsequently derecognised on the transaction date.
Receivables are initially measured at their transaction price if they do not contain a significant financial component. Other financial assets are initially measured at fair value; financial assets not measured at fair value through profit or loss are measured at fair value plus transaction costs directly attributable to the acquisition of the financial asset.

Classification and subsequent evaluation

All recognised financial assets are subsequently measured at amortised cost, or at fair value through other comprehensive income, or at fair value through profit or loss, on the basis of both:

- the entity's business model for managing financial assets;
- the contractual cash flow characteristics of the financial asset.

Financial assets at amortised cost

A financial asset is measured at amortised cost if the asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows and the contractual terms of the financial asset give rise, on specified dates, to cash flows that are solely payments of principal and interest on the principal amount outstanding.
The amortised cost of a financial asset is the amount at which it is measured at initial recognition minus the principal repayments, plus or minus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount, adjusted for any loss allowance.
The effective interest rate is the rate that discounts estimated future cash inflows over the expected life of a financial asset to obtain the exact gross carrying amount of the asset.
Trade and other receivables are measured at amortised cost using the effective interest method minus impairment losses. These financial assets are presented in current assets, except those with maturities of more than twelve months after the reporting date, which are carried in non-current assets under "Other financial assets". In current assets, "Trade and other receivables" includes broking receivables, as well as receivables related to account holder and matched principal activities. Short-term bank deposits and bonds with maturities of more than three months from the acquisition date are measured at amortised cost and presented in the balance sheet under "Financial assets measured at amortised cost". Cash and cash equivalents are measured at amortised cost.

Financial assets at fair value through other comprehensive income
A financial asset is measured at fair value through other comprehensive income if the asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets, and if the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.
For debt instruments at fair value through other comprehensive income, interest income, exchange differences, and impairment losses or reversals are recognised in the income statement and calculated in the same way as for financial assets measured at amortised cost. The remaining changes in fair value are recognised through other comprehensive income. On derecognition, the cumulative change in fair value previously recognised in other comprehensive income is reclassified to profit or loss.

Financial assets at fair value through other comprehensive income
The Group may make an irrevocable election at initial recognition, to present in other comprehensive income subsequent changes in the fair value of an investment in an equity instrument that is neither held for trading nor contingent consideration recognised by an acquirer in a business combination. Dividends received on these investments are recognised in the income statement. On disposal of these equity instruments, the net cumulative changes in fair value up to the time of disposal are reclassified to retained earnings under equity.
The Group elected to irrevocably classify unquoted equity investments in this category (Note 14 a).

Financial assets at fair value through profit or loss
A financial asset is measured at fair value through profit or loss, unless it is measured at amortised cost or at fair value through other comprehensive income.
This category includes derivatives and equity instruments that the Group has not irrevocably elected to classify at fair value through other comprehensive income.

Impairment of financial assets
Impairment of a financial asset at amortised cost is calculated using the expected credit loss model.
For broking receivables, the loss allowance is measured at the amount of the lifetime expected credit losses of the receivable using a simplified approach. An analysis is carried out based on the ageing of trade receivables, taking into account historical default data and the current and foreseeable situation at the reporting date.
For all other financial instruments, the Group recognises an amount equal to lifetime expected credit losses for the instrument if there has been a significant increase in credit risk since initial recognition.
If there has been no significant increase in credit risk on the financial instrument since initial recognition, the Group measures the loss allowance at an amount equal to 12-month expected credit losses for that financial instrument.
The lifetime expected credit losses represent expected credit losses that result from all possible default events over the expected life of a financial instrument.
The 12-month expected credit losses represent a portion of lifetime expected credit losses and amount to the expected credit losses from default events on a financial instrument that are possible within 12 months after the reporting date.
When evaluating whether there has been a significant increase in credit risk on a financial instrument since initial recognition, the Group compares the risk of a default occurring on the financial instrument at the reporting date with the risk of a default occurring on the financial instrument at the date of initial recognition. To make that assessment, the Group considers reasonable and supportable information that is available without undue cost or effort, such as a change in the credit rating of the financial instrument.
A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred.
The Group considers a financial asset in default when the counterparty is unlikely to pay its credit obligations to the Group in full, without recourse by the Group such as realising collateral held.
The maximum period considered when estimating expected credit losses is the maximum contractual period over which the Group is exposed to credit risk.
Credit losses represent the difference between all cash flows due to the Group in accordance with the contract and all the cash flows that the Group expects to receive, discounted using the original effective interest rate. The cash flows that are considered include cash flows from the sale of collateral held. Measurement of expected credit losses is based on the probability of default, the loss in the event of default, and exposure at the time of default.
The carrying amount of the asset is reduced through use of an allowance account for credit losses. The Group directly reduces the gross carrying amount of a financial asset when it has no reasonable expectations of recovering all or part of that financial asset.
Impairment losses are recognised in the income statement.

Financial liabilities

Recognition and initial measurement
Financial liabilities are initially measured at fair value; financial liabilities not measured at fair value through profit or loss are measured at fair value minus transaction costs directly attributable to the issue of that liability.

Classification and subsequent evaluation
After initial recognition, financial liabilities are classified into two categories:
- Financial liabilities at fair value through profit or loss
- Financial liabilities at amortised cost

Financial liabilities at fair value through profit or loss
Financial liabilities at fair value through profit or loss include financial liabilities held for trading and liabilities designated upon initial recognition as at fair value through profit or loss. These liabilities are subsequently measured at fair value. This category includes derivative financial instruments entered into by the Group that are not designated as hedging instruments in hedging relationships.

Financial liabilities at amortised cost
After initial recognition, these financial liabilities are subsequently measured at amortised cost using the effective interest method. The amortised cost of financial liabilities is adjusted to reflect actual contractual cash flows and revised estimated contractual cash flows. The adjustment is recognised in net income as income or expense. This category includes financial debts, lease obligations, and trade and other payables.

Fair value
Fair value represents the price that would be received for the sale of an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date. A fair value measurement assumes that the transaction to sell the asset or transfer the liability takes place either in the principal market for the asset or liability or, in the absence of a principal market, in the most advantageous market for the asset or liability.
The Group measures the fair value of a financial instrument using the quoted price in an active market for that instrument. A market is considered "active" if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an ongoing basis.
If there is no quoted price in an active market, the Group uses valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.
The Group applies a fair value hierarchy that categorises into three levels the inputs to valuation techniques used to measure fair value. The fair value hierarchy gives the highest priority to quoted prices (unadjusted) in active markets for identical assets or liabilities (Level 1 inputs) and the lowest priority to unobservable inputs (Level 3 inputs).
The following value hierarchy was used:

- Level 1 corresponds to quoted prices (unadjusted) that the Group can access in an active market for an identical instrument. This is particularly the case for equity instruments and bonds where fair value is based on the closing prices in an exchange market at the reporting date.
- Level 2 corresponds to the fair values determined on the basis of a valuation model using data directly observable in a market (level 1) or derived from observed prices. It includes measurement techniques such as discounted cash flows, standard valuation models based on market parameters for interest rates, yield curves or exchange rates, dealer quotes for similar instruments and use of comparable arm's length transactions. For example, the fair value of forward exchange contracts and currency swaps is determined by discounting estimated future cash flows. Certain equity instruments are measured on the basis of valuation multiples.
- Level 3 corresponds to fair values determined on the basis of a valuation model that uses unobservable inputs (not based on observable market data), such as a financial forecast developed from the company's own data.

Shareholders' equity
All shares issued are bearer shares and are presented in equity.
Treasury shares are recognised on the balance sheet at their acquisition cost and deducted from consolidated shareholders' equity. On subsequent disposals, gains or losses have no effect on profit or loss but are recognised as an addition to or reduction in share premium reserves.

Provisions
A provision is recognised when the Group has a legal or constructive obligation as a result of past events and it is probable that an outflow of resources representing economic benefits will be required to settle the obligation, and the amount has been reliably estimated. Where the effect of the time value of money is material, the amount of the provision is the present value of expenditures expected to be required to settle the obligation, estimated using a pre-tax discount rate that reflects current market assessments of the time value of money and those risks specific to the liability.

Employee benefits

The Group operates both defined benefit and defined contribution schemes, depending on the countries in which it is established and the local regulations on retirement benefit schemes.
Defined contribution schemes are those in which employees and Group companies pay contributions to an entity authorised to manage pension funds. Payments by Group companies are recognised in the income statement in the period in which they are due.
The present value of the Group's defined benefit obligations is measured each year by qualified independent actuaries using the projected unit credit method. The actuarial assumptions used to determine obligations vary according to the country in which the scheme operates.
Actuarial gains and losses arise mainly from changes in long-term actuarial assumptions (discount rates, future salary increases, etc.) and the difference between the actuarial assumptions and actual scheme experience. All such gains and losses are recognised under other comprehensive income.
Benefit expense recognised in the income statement include current service cost and net interest on net liabilities of defined benefit schemes.

Share-based payments

Share options are granted to members of the Executive Board and senior management entitling them to receive shares at the end of the vesting period. The award of options and conditions for employee participation are defined by the Board of Directors. When options are exercised, new shares are created using conditional capital (Note 19).
The fair value of options granted is recognised as a staff cost with a corresponding increase in equity. Fair value is determined at the award date and amortised over the vesting period. The fair value of share options is determined by an independent expert using a valuation method that takes into account the general vesting characteristics and conditions prevailing at that date. The Monte Carlo simulation method is used, which is based on repeated random sampling of variations in the value of the share. Thousands of scenarios of changes in the share value are generated making it possible to estimate statistically the value of the options for each scenario, which is then discounted to estimate their value.
At each balance sheet date, the Group revises its estimates of the number of share options that will be exercised in the near future. The impact of this revision is recognised in the income statement with a corresponding adjustment in equity.
At each exercise of share options, the value of the instruments is transferred from the share options reserve to the share premium account.

Contingent assets and liabilities

Contingent assets and liabilities arising from past events whose existence will be confirmed only by the occurrence, or non-occurrence, of one or more uncertain future events not wholly within the Group's control, are disclosed in the notes to the financial statements.

Events after the balance sheet date

Events after the balance sheet date are events that occur between the reporting date and the approval date of the financial statements.
The value of assets and liabilities at the balance sheet date is adjusted to reflect events after the balance sheet date that help confirm situations that existed at the reporting date. Events after the balance sheet date that are indicative of conditions that arose after the balance sheet date are disclosed in the notes to the financial statements where material.

New standards and interpretations

The International Accounting Standards Board (IASB) published a number of standards and amendments which will take effect within the Group after the balance sheet date. These were not early adopted for the consolidated financial statements at 31 December 2024.

Standard	Surname	Effective date
IAS 21 (amendments)	Lack of Exchangeability	1 January 2025
IFRS 9 and IFRS 7 (amendments)	Amendments to the Classification and Measurement of Financial Instruments	1 January 2026
IFRS 10, IFRS 9, IFRS 1, IAS 7, IFRS 7 (amendments)	Annual Improvements to IFRS Accounting Standards	1 January 2026
IFRS 18	Presentation and Disclosure in Financial Statements	1 January 2027
IFRS 19	Subsidiaries without Public Accountability: Disclosures	1 January 2027

With the exception of IFRS 18, set out below, the Group does not expect the initial application of the above Standards and Amendments to have any significant impact on the consolidated financial statements.
IFRS 18 strengthens the requirements for the presentation of financial statements. It introduces three main changes. Firstly, it requires a more structured presentation of the income statement with three distinct categories of income and expenses (operating, investing and financing) in order to improve the structure of the income statement, and requires all companies to provide new subtotals, including operating income and profit before financing and income taxes. It also requires the entities concerned to disclose information about management-defined performance measures and to disclose them in a separate note to the financial statements. These management-defined performance measures are audited. Finally, it sets out guidance on how to organise information and whether to provide it in the primary financial statements or in the notes. It replaces IAS 1 Presentation of Financial Statements. The provisions of IAS 1 that are unchanged have been carried forward to IFRS 18 and other standards.
As regards the Group, the adoption of this standard will mainly result in the following changes to the presentation of items in the financial statements, without affecting their measurement:

- Goodwill will be presented as a separate line item from other intangible assets in the balance sheet.
- Foreign exchange differences will be classified according to their nature and attributed to specific categories depending on whether they relate to operations, investment or financing. Those relating to commercial transactions in particular will be included in operating profit or loss rather than financial income.
- In the cash flow statement, interest paid and interest received will be presented under financing cash flows and investing cash flows respectively, as opposed to operating cash flows as is the case at present.

1 OPERATING SEGMENTS

The presentation of the Group's operating segments reflects information provided internally to the Chairman of the Board of Directors. He analyses the management reports in order to assess performances and allocate resources to the various operating segments.
The Group's internal organisation and management structure is based on a geographical approach. Management information is grouped into three geographic regions - Europe, the Middle East and Africa, the Americas and Asia-Pacific - and comprises broadly similar products and services. The geographical approach is based mainly on the location of the Group's offices and operating teams.
Segment performance is assessed and resource allocation is decided on the basis of an evaluation of the operating results, which differ in certain respects from the operating result presented in the consolidated financial statements.
The accounting policies applied in evaluating the segment operating results are identical to those used in preparing the consolidated financial statements, with the following exceptions:

- Segment reporting on joint ventures includes the Group's share in the assets, liabilities, revenue and results of these companies.
- Revenue from matched principal activities is recognised at the transaction date instead of the delivery date of securities.
- Interest expense recognised on lease liabilities is presented under rental expense and recognised on a straight-line basis over the lease term.

Certain operating expenses related to the Group's holding companies are presented separately from the operating segments. Moreover, certain exceptional items, such as gains or losses on the disposal of subsidiaries or associates, depreciation of property and equipment, or restructuring charges, are not included in segment operating results.
Revenues generated by operating segments are derived from three major products groups, which present broadly similar profitability profiles or transaction methods. All Compagnie Financière Tradition's historical broking activities, in the money markets, spot and forward forex trading, interest rate derivatives and currency options, are grouped under "Currencies and interest rates". "Securities and security derivatives" include interest rate futures operations, sovereign and corporate bond trading, equities and equity derivatives trading in OTC and regulated markets, repo transactions, and credit derivatives broking. Finally, "Commodities and other activities" comprises broking activities in energy, precious metals and environmental products, as well as activities catering to retail customers via specialised forex trading platforms in Asia.
Revenue only includes income from transactions with external customers. No transactions between operating segments impact revenue.
Information about operating segments is disclosed below:

At 31 December 2024

CHF 000	Europe, Middle East and Africa	Americas	Asia-Pacific	Adjustments	Total
Revenue	475,386	371,198	286,264	-81,250	**1,051,598**
Operating profit	51,427	50,728	62,087	-38,863	**125,379**
Net financial result					**2,690**
Share of profit of associates and joint ventures					**25,429**
Profit before tax					**153,498**

At 31 December 2023

CHF 000	Europe, Middle East and Africa	Americas	Asia-Pacific	Adjustments	Total
Revenue	431,775	350,891	271,442	-71,723	**982,385**
Operating profit	43,633	42,335	49,923	-30,403	**105,488**
Net financial result					**-4,078**
Share of profit of associates and joint ventures					**25,790**
Profit before tax					**127,200**

Reconciliation of segment revenue to consolidated revenue is as follows:

CHF 000	2024	2023
Segment revenue	**1,132,848**	**1,054,108**
Application of the proportionate consolidation method for joint ventures	-81,211	-71,500
Other	-39	-223
Consolidated revenue	**1,051,598**	**982,385**

Reconciliation of segment operating profit to consolidated operating profit is as follows:

CHF 000	2024	2023
Segment operating profit	**164,242**	**135,891**
Application of the proportionate consolidation method for joint ventures	-26,975	-22,173
Corporate income/expenses)	-15,868	-13,370
Other	3,980	5,140
Consolidated operating profit	**125,379**	**105,488**

Other segment reporting
An analysis of depreciation/amortisation expense for each operating segment is shown below:

CHF 000	2024	2023
Europe, Middle East and Africa	4,775	4,374
Americas	2,062	2,232
Asia-Pacific	1,816	2,687
Total	**8,653**	**9,293**

Information on products and services
A segment analysis of consolidated revenue from continuing operations is shown below:

CHF 000	2024	2023
Currencies and interest rates	418,268	402,361
Securities and derivatives	337,489	326,275
Commodities and other activities	295,841	253,749
Total	**1,051,598**	**982,385**

Information on geographic regions

An analysis of revenue from continuing operations broken down by country is shown below:

CHF 000	2024	2023
Switzerland (country of domicile of the Group's holding company)	14,327	14,859
United States	345,384	324,887
United Kingdom	231,155	211,057
Other	460,732	431,582
Total	**1,051,598**	**982,385**

Revenue is broken down by country according to the respective locations of the Group's subsidiaries. Non-current assets for each country are shown below:

CHF 000	2024	2023
Switzerland (country of domicile of the Group's holding company)	27,294	26,632
United States	33,093	35,494
United Kingdom	14,163	12,601
Other	27,279	29,226
Total	**101,829**	**103,953**

Non-current assets are comprised solely of property and equipment, intangible assets and right-of-use assets.

Information on major customers

No customer represented more than 10% of revenue for the financial years ended 31 December 2024 and 2023.

2 OTHER NET OPERATING INCOME

An analysis of this item is shown below:

CHF 000	2024	2023
Gains/losses on disposal of fixed assets	49	-17
Other operating income	4,219	932
Total	**4,268**	**915**

In 2024, "Other operating income" mainly consisted of amounts received from former employees in accordance with their non-competition agreements.

3 OTHER OPERATING EXPENSES

An analysis of this item is shown below:

CHF 000	2024	2023
Telecommunications and financial information	57,484	55,757
Travel and representation	36,073	33,308
Professional fees	24,565	23,336
Rental and maintenance expenses	9,782	10,294
Other operating expenses	30,593	21,797
Total	**158,497**	**144,492**

4 NET FINANCIAL RESULT

CHF 000	2024	2023
Financial income		
Interest income	10,806	8,607
Exchange gains	3,413	2,150
Income from equity investments	77	38
Other financial income	2	21
Total	**14,298**	**10,816**
Financial expense		
Interest expense on financial debts	-5,766	-5,617
Interest expense on lease liabilities	-1,883	-2,063
Exchange losses	-3,903	-7,211
Other financial expense	-56	-3
Total	**-11,608**	**-14,894**
Net financial result	**2,690**	**-4,078**

5 INCOME TAX

An analysis of tax expense for the year is shown below:

CHF 000	2024	2023
Current tax expense	29,734	26,585
Deferred tax expense/(income)	448	-440
Income tax	**30,182**	**26,145**

An analysis of the difference between the effective tax rate and the standard tax rate is shown below:

	2024		2023	
	(%)	CHF 000	(%)	CHF 000
Profit before tax		153,498		127,200
Adjustment of the share of profit of associates and joint ventures		-25,429		-25,790
Profit before tax and share of profit of associates and joint ventures		**128,069**		**101,410**
Standard tax rate	**22.4%**	**28,745**	**22.0%**	**22,266**
Tax effect of the following items:				
Use of unrecognised tax loss carry-forwards	-0.1%	-92	-0.1%	-107
Unrecognised tax losses for the year	0.5%	583	0.8%	831
Tax expense for fully consolidated fiscally transparent companies charged to non-controlling interests	-1.1%	-1,370	-1.4%	-1,451
Non-taxable income	-0.1%	-167	-0.2%	-228
Expenses not deductible for tax purposes	2.7%	3,497	4.8%	4,921
Change in tax rate	0.0%	-51	0.0%	-30
Tax relating to previous years	-0.1%	-116	-0.1%	-81
Other	-0.6%	-847	0.0%	24
Group's effective tax rate	**23.6%**	**30,182**	**25.8%**	**26,145**
Group's average effective tax rate*	**19.7%**		**20.6%**	

*Including share of profit of associates and joint ventures

The average consolidated standard tax rate is measured as the weighted average of the rates in effect in the various tax jurisdictions in which the Group has subsidiaries. This varies from year to year in line with the relative weight of each entity in the Group's pre-tax results and changes in statutory tax rates.
"Expenses not deductible for tax purposes" mainly comprises business expenses not allowable as deductions in certain countries.
At 31 December 2024, the Group applied the temporary exception for recognition of deferred tax related to the Pillar Two model rules, in accordance with IAS 12. The Group's exposure to additional tax created by Pillar Two is considered insignificant.
Deferred tax was recognised in other comprehensive income, as follows:

CHF 000	2024	2023
Actuarial gains and losses of defined benefit schemes	23	-492
Financial assets at fair value through other comprehensive income	-11	190
Total deferred tax expense/(income)	**12**	**-302**

Tax was recognised directly in equity as follows:

CHF 000	2024	2023
Current tax related to the exercise of share options	-2,124	-718
Deferred tax related to the award of share options	-1,789	-1,660
Total tax expense/(income)	**-3,913**	**-2,378**

Movements in deferred tax were as follows:

CHF 000	1.1.24	Recognised in the income statement	Recognised in other comprehensive income	Recognised in equity	Reclassifications	Currency translation	**31.12.24**
Deferred tax assets							
Property and equipment	1,684	-695	–	–	–	85	**1,074**
Intangible assets	928	18	–	–	–	97	**1,043**
Tax loss carry-forwards	9,422	-1,135	–	–	3,363	218	**11,868**
Provisions and accruals	16,944	1,643	-23	1,789	–	443	**20,796**
Lease liabilities	13,576	-919	–	–	–	937	**13,594**
Other	2,106	595	–	–	–	110	**2,811**
Total	**44,660**	**-493**	**-23**	**1,789**	**3,363**	**1,890**	**51,186**
Deferred tax liabilities							
Property and equipment	-141	31	–	–	–	-5	**-115**
Intangible assets	31	-56	–	–	–	-1	**-26**
Right-of-use assets	-11,343	647	–	–	–	-770	**-11,466**
Other	-9,596	-577	11	–	–	-724	**-10,886**
Total	**-21,049**	**45**	**11**	**-**	**-**	**-1,500**	**-22,493**
Total net deferred tax	**23,611**	**-448**	**-12**	**1,789**	**3,363**	**390**	**28,693**

Stated on the balance sheet as follows:

Deferred tax assets	23,871	**28,975**
Deferred tax liabilities	-260	**-282**

CHF 000	1.1.23	Change in basis of consolidation	Recognised in the income statement	Recognised in other comprehensive income	Recognised in equity	Currency translation	**31.12.23**
Deferred tax assets							
Property and equipment	1,721	–	49	–	–	-86	**1,684**
Intangible assets	986	–	15	–	–	-73	**928**
Tax loss carry-forwards	11,005	490	-1,198	–	–	-875	**9,422**
Provisions and accruals	14,534	–	2,105	492	1,660	-1,847	**16,944**
Lease liabilities	14,514	–	367	–	–	-1,305	**13,576**
Other	4,180	–	-1,793	–	–	-281	**2,106**
Total	**46,940**	**490**	**-455**	**492**	**1,660**	**-4,467**	**44,660**
Deferred tax liabilities							
Property and equipment	-549	–	383	–	–	25	**-141**
Intangible assets	-1,372	–	1,369	–	–	34	**31**
Right-of-use assets	-12,137	–	-289	–	–	1,083	**-11,343**
Other	-9,765	–	-567	-190	–	926	**-9,596**
Total	**-23,823**	**-**	**896**	**-190**	**-**	**2,068**	**-21,049**
Total net deferred tax	**23,117**	**490**	**441**	**302**	**1,660**	**-2,399**	**23,611**

Stated on the balance sheet as follows:

Deferred tax assets	24,206	**23,871**
Deferred tax liabilities	-1,089	**-260**

Unrecognised deferred tax assets amounted to CHF 14,548,000 at 31 December 2024 (2023: CHF 20,352,000) and relate to tax loss carry-forwards which were not used due to the recent history of losses at the companies concerned.
The unused tax losses for which no deferred tax assets were recognised expire as follows.

CHF 000	2024	2023
Less than 1 year	–	–
Between 1 and 5 years	452	364
Over 5 years	6,533	39,518
Available indefinitely	59,117	42,949
Total	**66,102**	**82,831**

Tax losses available indefinitely include an amount of CHF 14,196,000 (2023: CHF 2,525,000) which may only be used against capital gains.

6 EARNINGS PER SHARE

Basic earnings per share are calculated by dividing the net income attributable to shareholders of the parent by the weighted average number of shares outstanding during the year, less the average number of treasury shares held by the Group.
Diluted earnings per share are calculated by dividing the net profit attributable to shareholders of the parent by the weighted average number of shares outstanding during the year, including the weighted average number of shares which would be created in connection with the exercise of dilutive instruments, less treasury shares.
Earnings per share are calculated as follows:

CHF 000	2024	2023
Net profit attributable to shareholders of the parent	**115,597**	**94,419**

	2024	2023
Weighted average number of shares outstanding	7,659,499	7,425,853
Adjustment for dilutive effect of share options	367,121	278,420
Weighted average number of shares included for diluted earnings per share	**8,026,620**	**7,704,273**

Earnings per share are as follows:

(CHF)	2024	2023
Basic earnings per share	15.09	12.71
Diluted earnings per share	14.40	12.26

7 PROPERTY AND EQUIPMENT

At 31 December 2024

CHF 000	Fixtures and fittings	IT and telephone equipment	Other property and equipment	Total
Gross value at 1 January	50,761	53,215	3,974	**107,950**
Acquisitions	1,989	2,125	42	**4,156**
Disposals	-123	-1,572	-145	**-1,840**
Currency translation	2,694	2,301	-10	**4,985**
Gross value at 31 December	**55,321**	**56,069**	**3,861**	**115,251**
Accumulated depreciation and impairment losses at 1 January	**-41,550**	**-48,563**	**-636**	**-90,749**
Depreciation	-2,997	-2,394	-108	**-5,499**
Disposals	123	1,572	145	**1,840**
Currency translation	-2,126	-2,112	-6	**-4,244**
Accumulated depreciation and impairment losses at 31 December	**-46,550**	**-51,497**	**-605**	**-98,652**
Net value at 31 December	**8,771**	**4,572**	**3,256**	**16,599**

At 31 December 2023

CHF 000	Fixtures and fittings	IT and telephone equipment	Other property and equipment	Total
Gross value at 1 January	**53,262**	**54,820**	**3,823**	**111,905**
Changes in basis of consolidation	–	46	–	**46**
Acquisitions	1,258	2,623	266	**4,147**
Disposals	-248	-862	-63	**-1,173**
Currency translation	-3,511	-3,412	-52	**-6,975**
Gross value at 31 December	**50,761**	**53,215**	**3,974**	**107,950**
Accumulated depreciation and impairment losses at 1 January	**-41,450**	**-50,350**	**-638**	**-92,438**
Depreciation	-3,011	-2,162	-83	**-5,256**
Disposals	248	862	63	**1,173**
Currency translation	2,663	3,087	22	**5,772**
Accumulated depreciation and impairment losses at 31 December	**-41,550**	**-48,563**	**-636**	**-90,749**
Net value at 31 December	**9,211**	**4,652**	**3,338**	**17,201**

8 INTANGIBLE ASSETS

At 31 December 2024

CHF 000	Goodwill	Software	Other intangible assets	Total
Gross value at 1 January	**39,813**	**68,152**	**8,605**	**116,570**
Changes in basis of consolidation	390	–	–	**390**
Acquisitions	–	3,326	84	**3,410**
Disposals	–	-378	-939	**-1,317**
Reclassifications	-3,363	–	–	**-3,363**
Currency translation	867	3,991	48	**4,906**
Gross value at 31 December	**37,707**	**75,091**	**7,798**	**120,596**
Accumulated amortisation and impairment losses at 1 January	**-2,226**	**-61,831**	**-2,318**	**-66,375**
Amortisation	–	-3,517	-32	**-3,549**
Disposals	–	378	791	**1,169**
Currency translation	–	-3,620	-19	**-3,639**
Accumulated amortisation and impairment losses at 31 December	**-2,226**	**-68,590**	**-1,578**	**-72,394**
Net value at 31 December	**35,481**	**6,501**	**6,220**	**48,202**

At 31 December 2023

CHF 000	Goodwill	Software	Other intangible assets	**Total**
Gross value at 1 January	**33,941**	**71,492**	**7,003**	**112,436**
Changes in basis of consolidation	7,343	-	2,307	**9,650**
Acquisitions	-	2,479	7	**2,486**
Disposals	-	-1,075	-226	**-1,301**
Currency translation	-1,471	-4,744	-486	**-6,701**
Gross value at 31 December	**39,813**	**68,152**	**8,605**	**116,570**
Accumulated amortisation and impairment losses at 1 January	**-2,226**	**-63,682**	**-2,743**	**-68,651**
Amortisation	-	-3,465	-68	**-3,533**
Disposals	-	1,075	226	**1,301**
Currency translation	-	4,241	267	**4,508**
Accumulated amortisation and impairment losses at 31 December	**-2,226**	**-61,831**	**-2,318**	**-66,375**
Net value at 31 December	**37,587**	**6,321**	**6,287**	**50,195**

In January 2023, the Group acquired a majority interest in the operating subsidiaries of a joint venture, resulting in the recognition of goodwill of CHF 7,343,000 and a brand estimated to be worth CHF 2,307,000. Additional information is disclosed in Note 31.
An analysis of goodwill at 31 December 2024 is shown below:

CHF 000	2024			2023
	Gross value	Accumulated impairment losses	**Net value**	Net value
TFS Americas	8,183	-	**8,183**	8,183
TFS Asia-Pacific	5,323	-	**5,323**	5,323
TFS Europe, Middle East and Africa	4,795	-	**4,795**	4,795
Starfuels	7,206	-	**7,206**	6,666
Other	12,200	-2,226	**9,974**	12,620
Total	**37,707**	**-2,226**	**35,481**	**37,587**

Impairment tests

Goodwill recognised on the balance sheet was tested for impairment. The recoverable amount of a cash-generating unit (CGU) is the higher of its net selling price and its value in use.
The value in use of the cash-generating units to which this goodwill relates is estimated using a discounted cash flow method based on the future cash flows from the activities related to each item of goodwill. The normalised cash flow was discounted to determine the value in use of the underlying activity compared with the carrying amount of the CGU, based on 5-year operating forecasts. The discount rates for measuring these valuations ranged from 8.9% to 12.0% (2023: 9.1% to 11.5%) and include a market risk premium to reflect the risk in each of the markets as well as an additional risk premium to reflect the additional risk related to the size of the cash-generating units.
Growth rates of 2.0% to 5.0% (2023: 2.0% to 5.0%) were used to extrapolate cash flow projections beyond the period covered by operating forecasts based on past experience, in line with the market in which these companies operate.

The different assumptions used for discounting future cash flows of the main CGUs are as follows:

In %	Discount rate		Growth rate	
	2024	2023	2024	2023
TFS Americas	11.0%	11.0%	2.0%	2.0%
TFS Asia-Pacific	11.0%	11.0%	2.0%	2.0%
TFS Europe, Middle East and Africa	11.1%	10.7%	2.0%	2.0%
Starfuels	11.0%	11.0%	2.0%	2.0%
Other	8.9% - 12.0%	9.1% - 11.5%	2.0% - 5.0%	2.0% - 5.0%

No impairment loss was recognised on goodwill in 2024 and 2023 as the valuations obtained using this method were greater than the carrying amounts.

9 INVESTMENTS IN ASSOCIATES AND JOINT VENTURES

This item covers the Group's share of equity accounted associates and joint ventures. Details of these companies are disclosed in Note 31.
Movements during the year are shown below:

CHF 000	Associates	Joint ventures	**Total**
At 1 January 2024	**33,380**	**95,392**	**128,772**
Net profit for the year	7,332	18,097	**25,429**
Other comprehensive income	-665	-	**-665**
Dividends paid	-7,437	-10,892	**-18,329**
Currency translation	2,010	-640	**1,370**
At 31 December 2024	**34,620**	**101,957**	**136,577**

CHF 000	Associates	Joint ventures	**Total**
At 1 January 2023	**33,905**	**116,687**	**150,592**
Change in basis of consolidation (Note 31)	-	-11,298	**-11,298**
Net profit for the year	10,925	14,865	**25,790**
Other comprehensive income	-48	-	**-48**
Acquisitions	-	468	**468**
Dividends paid	-9,136	-11,871	**-21,007**
Currency translation	-2,266	-13,459	**-15,725**
At 31 December 2023	**33,380**	**95,392**	**128,772**

Associates

Summarised financial information on the main associates, before eliminating intercompany balances and transactions, is as follows:

At 31 December 2024

CHF 000	Capital Markets Holding SA	PingAn Tradition International Money Broking Company Ltd	Other associates	**Total**
Place of business	**Madrid**	**Shenzhen**		
Percentage holding	**32.4%**	**33.0%**		
Non-current assets	8,316	14,726		
Current assets	45,371	103,031		
Non-current liabilities	312	1,762		
Current liabilities	22,197	47,577		
Net assets	31,178	68,418		
Group share in:				
- net assets	10,102	22,578		
Goodwill	-	-		
Carrying amount at 31 December	**10,102**	**22,578**	**1,940**	**34,620**
Revenue	28,569	77,296		
Net profit for the year	-1,512	23,214		
Other comprehensive income	-2,052	-		
Comprehensive income for the year	-3,564	23,214		
Group share in:				
- net profit/(loss)	-490	7,661	161	**7,332**
- other comprehensive income	-665	-	-	**-665**
- comprehensive income	-1,155	7,661	161	**6,667**
Dividends paid to Group	**521**	**6,908**	**8**	**7,437**

At 31 December 2023

CHF 000	Capital Markets Holding SA	PingAn Tradition International Money Broking Company Ltd	Other associates	**Total**
Place of business	**Madrid**	**Shenzhen**		
Percentage holding	**32.4%**	**33.0%**		
Non-current assets	16,137	12,222		
Current assets	47,811	94,458		
Non-current liabilities	536	1,659		
Current liabilities	28,884	42,921		
Net assets	34,528	62,100		
Group share in:				
- net assets	11,187	20,493		
Goodwill	-	-		
Carrying amount at 31 December	**11,187**	**20,493**	**1,700**	**33,380**
Revenue	32,820	83,194		
Net profit for the year	6,258	26,671		
Other comprehensive income	-148	-		
Comprehensive income for the year	6,110	26,671		
Group share in:				
- net profit/(loss)	2,028	8,801	96	**10,925**
- other comprehensive income	-48	-	-	**-48**
- comprehensive income	1,980	8,801	96	**10,877**
Dividends paid to Group	**-**	**9,136**	**-**	**9,136**

Joint ventures

The companies over which the Group exercised joint control with other partners mainly concerned the currency options business and the forex trading business for retail investors in Japan operated by Gaitame.com Co., Ltd. Joint control over this company is exercised under a shareholders' agreement.

The currency options business is conducted mainly from London, New York and Singapore through several companies which are grouped under "Tradition-ICAP" in the table below and which comprise between 25.0% and 27.5% of the assets and net results of this activity. The Group has a 27.5% ownership interest in operating companies in London and New York via holding companies in which it holds 55% of the share capital but exercises joint control under a contractual agreement with the partner.

Summarised financial information regarding the main joint ventures, before eliminating intercompany balances and transactions, is as follows:

At 31 December 2024

CHF 000	Gaitame.com Co., Ltd	Tradition-ICAP	Other companies	**Total**
Place of business	**Tokyo**	**London, New York, Singapore**		
Percentage holding	**50.0%**	**25.0% - 27.5%**		
Non-current assets	55,198	565		
Current assets	1,023,858	49,067		
Of which cash and cash equivalents	*147,211*	*28,991*		
Non-current liabilities	1,600	-		
Of which financial debts	*829*	-		
Current liabilities	944,591	12,417		
Of which financial debts	*58,586*	-		
Net assets	132,865	37,215		
Group share in:				
- net assets	63,326	9,994		
Goodwill	18,337	-		
Carrying amount at 31 December	**81,663**	**9,994**	**10,300**	**101,957**
Revenue	69,952	67,009		
Depreciation and amortisation	-667	-101		
Interest income	93	1,109		
Interest expense	-70	-75		
Income tax	-12,345	-1,485		
Net profit/comprehensive income for the year	26,868	13,230		
Group share in:				
- net profit/comprehensive income	13,431	3,537	1,129	**18,097**
Dividends paid to Group	**8,266**	**1,687**	**939**	**10,892**

Goodwill included in the carrying amount of joint ventures totalled CHF 22,738,000 at 31 December 2024 (2023: CHF 15,726,000). In December 2024, the joint venture Gaitame.com, Ltd acquired a 92% stake in Money Partners Group, resulting in the recognition of a goodwill of CHF 7,300,000.

At 31 December 2023

CHF 000	Gaitame.com Co., Ltd	Tradition-ICAP	Other companies	**Total**
Place of business	**Tokyo**	**London, New York, Singapore**		
Percentage holding	**50.0%**	**25.0% - 27.5%**		
Non-current assets	19,895	1,813		
Current assets	784,361	39,017		
Of which cash and cash equivalents	*116,773*	*24,961*		
Non-current liabilities	1,150	2,237		
Of which financial debts	*889*	-		
Current liabilities	669,528	10,205		
Of which financial debts	*1,185*	-		
Net assets	133,578	28,388		
Group share in:				
- net assets	66,458	7,551		
Goodwill	11,321	-		
Carrying amount at 31 December	**77,779**	**7,551**	**10,062**	**95,392**
Revenue	62,751	56,201		
Depreciation and amortisation	-1,338	-107		
Interest income	7	553		
Interest expense	-	-86		
Income tax	-9,982	-801		
Net profit/comprehensive income for the year	22,528	9,236		
Group share in:				
- net profit/comprehensive income	11,262	2,458	1,145	**14,865**
Dividends paid to Group	**7,987**	**2,762**	**1,122**	**11,871**

10 OTHER FINANCIAL ASSETS

CHF 000	2024	2023
Employee loans	3,658	4,006
Related party receivables (Note 27)	3,556	5,657
Total	**7,214**	**9,663**

Loans to employees bear interest at an average rate of 1.5% and have an average maturity of 28 months.
The Group's exposure to credit risk, foreign currency risk and interest rate risk on other financial assets is disclosed in Note 30.

11 UNAVAILABLE CASH AND CASH EQUIVALENTS

CHF 000	2024	2023
Call deposits and securities given as collateral in connection with broking activities	33,367	29,595

In addition to these call deposits held as collateral with clearing houses such as the Fixed Income Clearing Corporation (FICC) or indirectly through agents, certain subsidiaries are subject to minimum equity restrictions set by their regulatory authorities, which limit the availability or free use of their cash holdings within the Group.
The Group's exposure to credit risk, foreign currency risk and interest rate risk on unavailable cash is disclosed in Note 30.

12 TRADE AND OTHER RECEIVABLES

An analysis of this item is shown below:

CHF 000	2024	2023
Receivables related to matched principal activities	147,809	46,470
Trade receivables	215,652	170,526
Employee receivables	84,249	66,442
Related party receivables (Note 27)	12,112	9,422
Other short-term receivables	17,573	16,731
Total	**477,395,**	**309,591**

"Receivables related to matched principal activities" include sales of securities that had passed the scheduled delivery date at 31 December 2024 and 2023. The corresponding securities purchases are presented as liabilities under "Trade and other payables". Almost all these transactions were settled after these dates except for an amount of approximately CHF 12,515,000 at 31 December 2024 (2023: CHF 14,653,000) relating to rouble-denominated securities trades. The provision for expected credit losses on these transactions amounted to RUB 1,330,390,000, unchanged from 31 December 2023, equivalent to CHF 10,629,000 at that date (2023: CHF 12,445,000). Additional information on expected credit losses is disclosed in Note 30.
"Employee receivables" includes bonuses paid in advance, subject to the employee remaining with the Group throughout the duration of the contract. The expense relating to these bonuses is recognised in the income statement on a straight-line basis over the life of the contract.
The Group's exposure to credit risk, foreign currency risk and interest rate risk on trade and other receivables is disclosed in Note 30.

13 FINANCIAL ASSETS AT FAIR VALUE THROUGH PROFIT OR LOSS

Non-current

CHF 000	2024	2023
Equities	1,578	1,627
Total	**1,578**	**1,627**

Current

CHF 000	2024	2023
Equities	3	3
Total	**3**	**3**

The Group's exposure to credit risk, foreign currency risk and interest rate risk on financial assets at fair value through profit or loss is disclosed in Note 30.

14 a) - FINANCIAL ASSETS AT FAIR VALUE THROUGH OTHER COMPREHENSIVE INCOME

This item consists mainly of the following investments:

Non-current

CHF 000	2024	2023
The Depository Trust & Clearing Corporation	3,704	3,486
Other	194	185
Total	**3,898**	**3,671**

These unlisted equity investments are not held for trading. The Group irrevocably elected to present fair value changes in other comprehensive income.
The Group's exposure to credit risk, foreign currency risk and interest rate risk on financial assets at fair value through other comprehensive income is disclosed in Note 30.

14 b) - FINANCIAL ASSETS AT AMORTISED COST

Current

CHF 000	2024	2023
Bonds	20,894	17,303
Short-term bank deposits	77,680	11,294
Total	**98,574**	**28,597**

This item consists of short-term bank deposits and bonds with maturities of more than three months from the acquisition date.
The Group's exposure to credit risk, foreign currency risk and interest rate risk on financial assets at amortised cost is disclosed in Note 30.

15 CASH AND CASH EQUIVALENTS

CHF 000	2024	2023
Cash on hand and demand deposits	338,259	220,784
Short-term bank deposits	54,413	93,844
Short-term money market investments	1,871	10,409
Cash and cash equivalents in the balance sheet	**394,543**	**325,037**
less: Bank overdrafts (Note 20)	-1,001	-416
Cash and cash equivalents in the cash flow statement	**393,542**	**324,621**

Cash on hand and demand deposits bear variable interest based on daily bank rates. Short-term bank deposits have maturities of between one day and three months depending on the Group's liquidity requirements, and bear interest at the bank rate prevailing during the respective periods.
The Group's exposure to credit risk, foreign currency risk and interest rate risk on cash and cash equivalents is disclosed in Note 30.

16 SHARE CAPITAL, TREASURY SHARES AND CONSOLIDATED RESERVES

Composition of share capital

Share capital at 31 December 2024 was CHF 20,065,963 (2023: CHF 19,365,963), consisting of 8,092,385 bearer shares (2023: 7,746,385) with a nominal value of CHF 2.50.

Following the conversion of subscription rights during the period, 346,000 new Compagnie Financière Tradition SA shares were created at an issue price of CHF 2.50 per share (2023: 92,000). This operation increased capital by CHF 865,000 (2023: CHF 230,000).

Major shareholders

Financière VerEMr BV, Amsterdam held 68.21% of the share capital of Compagnie Financière Tradition SA at 31 December 2024 (2023: 71.26%).

Financière VerEMr BV, Amsterdam, is wholly owned by VIEL & Cie, Paris, in which VIEL et Compagnie-Finance held a 64.08% interest at 31 December 2024 (2023: 62.52%).

Adrian Bell, Chief Operating Officer Asia-Pacific, held 3.01% of the share capital of Compagnie Financière Tradition SA at 31 December 2024.

Fluctuation margin

The Company's capital may be increased by up to CHF 5,758,328, or 28.46% of the existing share capital, through the issuance of up to 2,303,331 new bearer shares with a nominal value of CHF 2.50. The Board of Directors is responsible for setting the issue price and the date from which the new shares are to carry dividend rights. This authority is valid until 21 May 2029.

The Board of Directors is authorised to disapply or limit current shareholders' pre-emptive rights to enable acquisitions or equity investments. Subscription rights for which a pre-emptive right is granted but not exercised are available to the Board to be used in the Company's interest.

Conditional capital

The Company's share capital may be increased by up to CHF 1,916,095, or 9.47% of the existing share capital, through the issuance of up to 766,438 bearer shares with a nominal value of CHF 2.50. The increase will be effected through the exercise of a pre-emptive subscription right by Company employees. The pre-emptive rights of existing shareholders are disapplied. The conditions for employee participation will be defined by the Board of Directors.

In addition, the Board of Directors may decide to increase share capital by up to CHF 3,600,000 (17.79% of the existing share capital), through the issuance of up to 1,440,000 bearer shares with a nominal value of CHF 2.50. The new shares will be fully paid-up. The increase will be effected as follows:

- up to CHF 2,500,000 through the exercise of a conversion right, granted in relation to the Company's issuance of bonds or similar convertible debt securities on national and international capital markets. The pre-emptive rights of existing shareholders are disapplied. The terms and conditions of issue of such borrowings will be defined by the Board of Directors, with a conversion option based on an issue price that will not be less than the average market price during the twenty days preceding the issue. Shareholders' pre-emptive right to subscribe such borrowings will be disapplied. Conversion rights must be exercised within five years of the issue date, after which they expire.
- Up to CHF 1,100,000 through the exercise of stand-alone options granted free of charge to shareholders pro rata to their existing holdings of share capital. The terms and conditions for allotting and exercising share options by shareholders or future option holders (transferrable options) will be defined by the Board of Directors.

Holders of conversion rights and/or options may subscribe new shares.

Treasury shares

	Carrying amount *CHF 000*	Acquisition or redemption price *CHF 000*	Number of shares *of CHF 2.50 nominal*
At 1 January 2023	**23,527**	**23,527**	**239,628**
Acquisitions	12,058	12,058	105,179
Disposals	-294	-395	-3,402
Share distribution	-7,781	-8,355	-73,290
Realised gains	-	675	-
At 31 December 2023	**27,510**	**27,510**	**268,115**
Acquisitions	22,078	22,078	148,404
Disposals	-141	-188	-1,462
Realised gains	-	47	-
At 31 December 2024	**49,447**	**49,447**	**415,057**

In 2023, a net gain of CHF 455,000 in connection with the distribution of treasury shares was recognised in the share premium account under shareholders' equity.

Consolidated reserves

An analysis of this item is shown below:

CHF 000	Retained earnings	Reserve for share options	Revaluation reserve	Actuarial gains and losses of defined benefit schemes	**Consolidated reserves**
At 1 January 2023	**613,178**	**9,371**	**1,757**	**-3,962**	**620,344**
Net profit for the period	94,419	-	-	-	**94,419**
Remeasurement of defined benefit schemes	-	-	-	-2,929	**-2,929**
Effect of remeasurement of financial assets at fair value through other comprehensive income	-	-	-1,321	-	**-1,321**
Comprehensive income for the year	**94,419**	**-**	**-1,321**	**-2,929**	**90,169**
Dividends paid	-49,031	-	-	-	**-49,031**
Exercise of share options	718	-1,816	-	-	**-1,098**
Effect of recognition of share options	1,660	4,729	-	-	**6,389**
At 31 December 2023	**660,944**	**12,284**	**436**	**-6,891**	**666,773**
Net profit for the year	115,597	-	-	-	**115,597**
Remeasurement of defined benefit schemes	-	-	-	-23	**-23**
Effect of remeasurement of financial assets at fair value through other comprehensive income	-	-	331	-	**331**
Comprehensive income for the year	**115,597**	**-**	**331**	**-23**	**115,905**
Dividends paid	-46,270	-	-	-	**-46,270**
Exercise of share options	2,124	-5,100	-	-	**-2,976**
Effect of recognition of share options	1,789	1,765	-	-	**3,554**
Transfer from the revaluation reserve to available earnings	420	-	-420	-	**-**
Effect of changes in basis of consolidation	-273				**-273**
At 31 December 2024	**734,331**	**8,949**	**347**	**-6,914**	**736,713**

The share options reserve is used to recognise the fair value of own equity instruments granted to Group employees (Note 19). At each exercise of share options, the value of the instruments is transferred from this reserve to the share premium account.
The revaluation reserve comprises net cumulative changes in the fair value of financial assets at fair value through other comprehensive income. On disposal of these instruments, the net cumulative changes in fair value up to the time of disposal are reclassified to available earnings under shareholders' equity.
The currency translation reserve comprises foreign exchange differences arising from the translation into Swiss francs of the financial statements of Group companies denominated in foreign currencies, as well as changes in fair value of instruments used in hedging net investments in foreign entities. It is shown separately in the Consolidated statement of changes in equity.
The reserve for actuarial gains and losses of defined benefit schemes is used to recognise changes in long-term assumptions and any differences between the assumptions and the actual changes in those schemes (Note 22).

Other comprehensive income

An analysis of this item is shown below:

CHF 000	Attributable to shareholders of the parent				Non-controlling interests	Total
	Currency translation	Revaluation reserve	Actuarial gains and losses of defined benefit schemes	**Total**		
2024						
Other comprehensive income that cannot be reclassified to profit or loss						
Financial assets at fair value through other comprehensive income	–	331	–	**331**	–	**331**
Remeasurement of defined benefit schemes	–	–	-23	**-23**	5	**-18**
Total other comprehensive income that cannot be reclassified to profit or loss	**-**	**331**	**-23**	**308**	**5**	**313**
Other comprehensive income that can be reclassified to profit or loss						
Currency translation	24,579	–	–	**24,579**	1,314	**25,893**
Share of other comprehensive income of associates	-665	–	–	**-665**	–	**-665**
Total other comprehensive income that can be reclassified to profit or loss	**23,914**	**-**	**-**	**23,914**	**1,314**	**25,228**
Other comprehensive income, net of tax	**23,914**	**331**	**-23**	**24,222**	**1,319**	**25,541**

CHF 000	Attributable to shareholders of the parent					
	Currency translation	Revaluation reserve	Actuarial gains and losses of defined benefit schemes	**Total**	Non-controlling interests	**Total**
2023						
Other comprehensive income that cannot be reclassified to profit or loss						
Financial assets at fair value through other comprehensive income	–	-1,321	–	**-1,321**	–	**-1,321**
Remeasurement of defined benefit schemes	–	–	-2,929	**-2,929**	–	**-2,929**
Total other comprehensive income that cannot be reclassified to profit or loss	**-**	**-1,321**	**-2,929**	**-4,250**	**-**	**-4,250**
Other comprehensive income that can be reclassified to profit or loss						
Currency translation	-56,729	–	–	**-56,729**	-2,039	**-58,768**
Share of other comprehensive income of associates	-48	–	–	**-48**	–	**-48**
Total other comprehensive income that can be reclassified to profit or loss	**-56,777**	**-**	**-**	**-56,777**	**-2,039**	**-58,816**
Other comprehensive income, net of tax	**-56,777**	**-1,321**	**-2,929**	**-61,027**	**-2,039**	**-63,066**

17 NON-CONTROLLING INTERESTS

Financial information on subsidiaries and other companies with significant non-controlling interests

Summary financial information, before eliminating intercompany balances and transactions, for companies in which the Group held a significant non-controlling interest is presented below.

At 31 December 2024

The Group's energy business is conducted through several companies which are grouped under "TFS Energy" (in the US), in the table below.

CHF 000	Tradition Energy	Other companies	**Total**
Place of business	**Stamford**		
Percentage holding in non-controlling interests	**40.0%**[1]		
Non-current assets	1,375		
Current assets	81,715		
Non-current liabilities	644		
Current liabilities	35,732		
Net assets	46,714		
Carrying amount value of non-controlling interests	**18,894**	**4,048**	**22,942**
Revenue	65,759		
Net profit/comprehensive income for the year	15,848		
Share in the net profit/comprehensive income attributable to non-controlling interests:	**6,426**	**1,293**	**7,719**
Net operating cash flows	16,255		
Net investing cash flows	-43		
Net financing cash flows (excl. dividends paid to non-controlling interests)	-8,992		
Dividends paid to non-controlling interests	-6,453		
Movement in cash and cash equivalents	**767**		

[1] In addition, 2.5% of the share capital is held through non-voting shares.

At 31 December 2023:
The Group's energy business is conducted through several companies which are grouped under "TFS Energy" (in the US), in the table below.

CHF 000	Tradition Energy	Other companies	**Total**
Place of business	**Stamford**		
Percentage holding in non-controlling interests	**40.0%[1]**		
Non-current assets	1,545		
Current assets	70,602		
Non-current liabilities	820		
Current liabilities	28,505		
Net assets	42,822		
Carrying amount value of non-controlling interests	**17,454**	**3,453**	**20,907**
Revenue	57,740		
Net profit/comprehensive income for the year	12,151		
Share in the net profit/comprehensive income attributable to non-controlling interests:	**4,948**	**1,688**	**6,636**
Net operating cash flows	13,208		
Net investing cash flows	-4		
Net financing cash flows (excl. dividends paid to non-controlling interests)	-5,887		
Dividends paid to non-controlling interests	-4,195		
Movement in cash and cash equivalents	**3,122**		

[1] In addition, 2.5% of the share capital is held through non-voting shares.

In early 2023, a number of structural and governance changes were implemented at certain companies grouped under "Tradition-ICAP", which impacted non-controlling interests. Additional information is disclosed in Note 31.

18 DIVIDENDS

Dividends are not recognised until after they have received shareholder approval at the General EMting. The Board of Directors is recommending the following dividend:

CHF 000	2024	2023
Dividend of CHF 6.75 per share for the 2024 financial year (2017: CHF 6.00)*	51,822	46,270

*Excluding treasury shares

The dividend for 2023 totalling CHF 46,270,000 was paid on 27 May 2024 in accordance with a resolution of the Annual General EMting of 21 May 2024.

19 SHARE-BASED PAYMENTS

An analysis of share options granted to employees of the Tradition Group at 31 December 2024 is shown below:

Grant date	Number of options of CHF 2.50 nominal	Potential increase in capital (CHF)	Start of exercise period [1]	Expiration date	Exercise price (CHF)	Exercise terms [2] CHF
05.01.18	5,000	12,500	01.02.21	01.02.26	2.50	115.00
09.01.19	3,000	7,500	09.07.20	09.07.25	2.50	110.00
13.01.20	20,000	50,000	13.01.23	13.01.28	2.50	114.00
31.08.21	2,000	5,000	2,000 from 31.08.24	31.08.29	2.50	110.00
10.09.21	5,000	12,500	10.09.24	10.09.29	2.50	120.00
14.04.22	20,000	50,000	14.04.25	14.04.30	2.50	120.00
24.06.22	6,000	15,000	2,000 from 24.06.25 2,000 from 24.06.26 2,000 from 24.06.27	24.06.30	2.50	110.00
28.07.22	7,000	17,500	28.07.25	28.07.30	2.50	120.00
30.08.22	60,000	150,000	20,000 from 01.10.23 20,000 from 01.10.24 20,000 from 01.10.25	01.10.28	2.50	112.00
25.01.23	10,000	25,000	25.01.26	25.01.31	2.50	125.00
03.02.23	24,000	60,000	03.02.26	03.02.31	2.50	120.00
01.01.24	70,000	175,000	01.01.27	01.01.32	2.50	128.00
27.02.24	24,000	60,000	27.02.27	27.02.32	2.50	130.00
01.03.24	41,165	102,913	01.03.27	01.03.32	2.50	130.00
21.05.24	7,000	17,500	21.05.27	21.05.32	2.50	160.00
01.07.24	20,000	50,000	01.07.27	01.07.32	2.50	150.00
Total	**324,165**	**810,413**				

Exercise terms

[1] The options granted may only be exercised by employees of the Group.

[2] The share price must have been above these thresholds for 10 consecutive days in the 12 months preceding the exercise date.

Compagnie Financière Tradition SA granted 162,165 share options to Group employees in 2024 (2023: 189,000 options).
The fair value of options granted or changes made is determined at the grant date or change date using a valuation method that takes account of the general vesting characteristics and conditions prevailing at that date.
The following valuation parameters, based on historical observations, were used to determine the fair value of options granted:

Weighted averages	2024	2023
Dividend yield	5.0%	5.0%
Expected volatility	13.0%	15.5%
Risk-free interest rate	0.8%	0.5%
Share price on the grant date (in CHF)	123.3	104.5

In 2024, the weighted average fair value of options at the grant date was CHF 12.1 (2023: CHF 21.8).

An analysis of the number and weighted average exercise price of employee share options is shown below:

	2024		2023	
	Weighted average exercise price (CHF)	Number of options	Weighted average exercise price (CHF)	Number of options
Outstanding at start of the year	**2.50**	**511,000**	**2.50**	**412,000**
Granted	2.50	162,165	2.50	189,000
Exercised*	2.50	-346,000	2.50	-90,000
Cancelled	2.50	-3,000	-	-
Outstanding at end of the year	**2.50**	**324,165**	**2.50**	**511,000**
Exercisable at end of the year	2.50	75,000	2.50	68,000

* The weighted average share price at the exercise date in 2024 was CHF 129.1 (2023: CHF 117.0).

Options exercised only entitle holders to delivery of the shares. The cost of share-based payments in 2024 was CHF 1,765,000 (2023: CHF 4,729 000).

20 FINANCIAL DEBTS

CHF 000	2024	2023
Short-term		
Bank overdrafts	1,001	416
Bond issues	127,244	-
Total	**128,245**	**416**
Long-term		
Bond issues	179,427	209,553
Total	**179,427**	**209,553**
Total financial debts	**307,672**	**209,969**

Movements in financial debts from financing activities presented in the cash flow statement were as follows:

CHF 000	1.1.24	Changes arising from cash flows	Non-cash changes		31.12.24
			Other movements	Currency translation	
Short-term					
Bond issues	–	-2,714	129,958	–	**127,244**
Total	**-**	**-2,714**	**129,958**	**-**	**127,244**
Long-term					
Bond issues	209,553	99,622	-129,748	–	**179,427**
Total	**209,553**	**99,622**	**-129,748**	**-**	**179,427**

CHF 000	1.1.23	Changes arising from cash flows	Non-cash changes		31.12.23
			Other movements	Currency translation	
Short-term					
Bank borrowings	8,000	-8,000	–	–	**-**
Total	**8,000**	**-8,000**	**-**	**-**	**-**
Long-term					
Bond issues	209,376	–	177	–	**209,553**
Total	**209,376**	**-**	**177**	**-**	**209,553**

An analysis of bond issues is shown below:

Issuer	Year of issue and maturity	Outstanding face value *CHF 000*	Coupon	Effective interest rate	Carrying amount *CHF 000*	
					31 December 2024	31 December 2023
Compagnie Financière Tradition SA	2024-2029	CHF 100,000	2.250%	2.343%	99,635	–
Compagnie Financière Tradition SA	2021-2027	CHF 80,000	1.875%	1.980%	79,792	79,723
Compagnie Financière Tradition SA	2019-2025	CHF 127,305	1.750%	1.850%	127,244	129,830
TOTAL					**306,671**	**209,553**
Of which amount redeemable within 12 months					***127,244***	–

Compagnie Financière Tradition had available credit facilities at 31 December 2024 of CHF 174,718,000 (2023: CHF 174,514,00). These were undrawn at 31 December 2024 and 2023.
The Group's exposure to liquidity risk, foreign currency risk and interest rate risk on financial debts is disclosed in Note 30.

21 PROVISIONS AND CONTINGENT LIABILITIES

An analysis of provisions is shown below:

CHF 000	Pensions and post-employment benefits	Litigation	Total
At 1 January 2023	**19,194**	**12,196**	**31,390**
Of which amount to be settled within 12 months		*11,658*	***11,658***
Recognised	3,390	324	**3,714**
Used	-133	-206	**-339**
Reversed	–	-6,150	**-6,150**
Remeasurement of defined benefit schemes	3,421	–	**3,421**
Currency translation	-2,582	-193	**-2,775**
At 31 December 2023	**23,290**	**5,971**	**29,261**
Of which amount to be settled within 12 months	–	*5,327*	***5,327***
Recognised	3,555	261	**3,816**
Used	-379	-106	**-485**
Reversed	-28	–	**-28**
Remeasurement of defined benefit schemes	-5	–	**-5**
Currency translation	-414	348	**-66**
At 31 December 2024	**26,019**	**6,474**	**32,493**
Of which amount to be settled within 12 months		*5,675*	***5,675***

Pensions and post-employment benefits

Provisions for pensions and post-employment benefits are recognised in the balance sheet to cover the Group's obligations arising under defined benefit schemes and other long-term employee benefits. Details of these liabilities are disclosed in Note 22.

Litigation

A Group subsidiary in the United Kingdom is a defendant in civil proceedings brought at the end of 2017 by five English companies in liquidation as well as the liquidators of these companies.

The subsidiary vigorously defended itself and was successful in dismissing all the claims by three of the companies and some of the claims by the other two companies. Certain matters were then referred to the English Court of Appeal where the subsidiary secured further successes. The remaining question of law was appealed to the UK Supreme Court and was heard in December 2024. The Court's verdict is pending but no indication of the date has been given. As there have been no other significant developments, the provision remained unchanged. The provisioning was included under short-term provisions at 31 December 2024.

22 EMPLOYEE BENEFITS

The retirement benefits of most Compagnie Financière Tradition employees are insured under defined contribution schemes. Contributions to these schemes are recognised as an expense when they are incurred. Any amounts payable at the end of the period are presented under "Trade and other payables".
Defined benefit schemes are confined mainly to Group employees based in Switzerland.
Swiss based employees are insured with the employer's occupational benefits institution for retirement, death and disability cover. This occupational benefits institution is established as a foundation. It manages retirement risk itself while reinsuring death and disability risks with an insurance company. Retirement benefits are defined on the basis of the individual's retirement savings account balance (retirement savings capital) at the retirement date. The annual retirement pension is calculated by multiplying the retirement savings capital at the retirement date by the conversion rate defined in the foundation's pension plan rules. Employees may opt to take early retirement from age 58, in which case the conversion rate is reduced proportionally, to take account of the expected increase in the duration of pension payments and the lower retirement savings capital. Employees also have the option of taking all or part of their retirement pension in the form of a lump-sum payment.
The employer's ordinary contributions are expressed as a percentage of the pensionable salary (according to age) and are paid into the individual retirement accounts.
The investment policy of the occupational benefits institution aims at achieving a target return which, combined with contributions paid to the foundation, is sufficient to maintain reasonable control over the pension scheme's funding risks. The Pension Board, with the assistance of investment advisers, determines the asset class weightings and target allocations, which are reviewed periodically. The actual asset allocation is determined by a series of economic and market conditions and takes account of the specific risks of the asset classes.
The other long-term benefits mainly concern employees of the Group's subsidiaries in Japan, who can defer the payment of part of their remuneration until retirement age or until they leave the Company.
Provisions for pensions and post-employment benefits are broken down as follows:

CHF 000	2024	2023
Defined benefit schemes	8,385	8,443
Other long-term benefits	17,634	14,847
Total provisions for pensions and post-employment benefits	**26,019**	**23,290**

Expenses related to defined benefit and defined contribution schemes are presented under "Staff costs". In 2024, expenses for defined contribution schemes amounted to CHF 4,009,000 (2023: CHF 4,161,000).

Provisions for defined benefit schemes

Assets and liabilities recognised in the balance sheet

CHF 000	2024	2023
Present value of obligations	61,465	54,945
Fair value of plan assets	-53,080	-46,502
Net defined benefit scheme liabilities	**8,385**	**8,443**

Movements in the present value of obligations

CHF 000	2024	2023
Present value of obligations at 1 January	**54,945**	**52,783**
Of which funded obligations	*50,748*	*48,857*
Of which non-funded obligations	*4,197*	*3,926*
Current service cost	1,484	1,351
Financial cost	747	1,091
Actuarial (gains) losses arising from experience adjustments	377	-672
Actuarial (gains) losses arising from changes in demographic assumptions	-	-
Actuarial (gains) losses arising from changes in financial assumptions	2,485	5,191
Employee contributions	1,086	1,006
Benefits paid	375	-5,537
Currency translation	-34	-268
Present value of obligations at 31 December	**61,465**	**54,945**
Of which funded obligations	*57,106*	*50,748*
Of which non-funded obligations	*4,359*	*4,197*

Movements in the fair value of plan assets

CHF 000	2024	2023
Fair value of plan assets at 1 January	**46,502**	**47,646**
Expected return on plan assets	634	1,016
Actuarial gains/(losses) arising from experience adjustments	2,867	1,098
Employee contributions	1,086	1,006
Employer contributions	1,374	1,312
Benefits paid	660	-5,459
Administration costs	-58	-73
Currency translation	15	-44
Fair value of plan assets at 31 December	**53,080**	**46,502**

The Group estimates that contributions to defined benefit schemes for 2025 will be CHF 1,543,000.

Fair value of asset classes as a percentage of total plan assets

In %	2024	2023
Equities	30.8%	30.2%
Bonds	35.8%	25.9%
Real estate	27.8%	30.0%
Insurance contracts	0.6%	0.7%
Cash and cash equivalents	5.0%	5.2%
Other	-%	8.0%
Total	**100.0%**	**100.0%**

Investments in stocks, bonds and real estate are mostly made through investment funds and the majority are listed on an active stock market. Most other investment categories are not listed on an active stock market.

Actuarial gains and losses of defined benefit schemes recognised in other comprehensive income

CHF 000	2024	2023
Actuarial gains/(losses) on plan liabilities	-2,485	-5,191
Experience adjustments on plan liabilities	-377	672
Experience adjustments on plan assets	2,867	1,098
Gain/(loss) on remeasurement of defined benefit schemes	**5**	**-3,421**

Expense recognised in the income statement

CHF 000	2024	2023
Current service cost	1,426	1,351
Net interest expense	113	75
Administration costs	58	73
Cost/(income) - defined benefit plans	**1,597**	**1,499**

CHF 000	2024	2023
Actual return on plan assets	3,501	2,114

Main actuarial assumptions

In %	2024	2023
Discount rate	1.33%	1.73%
Future salary increases	1.52%	1.90%

Mortality tables
Life expectancy is taken into account in liabilities defined on the basis of mortality tables in the country in which the scheme operates. Generational tables, which model future mortality trends, were used at 31 December 2024 and 2023. In Switzerland, the LPP/BVG 2020 tables were used.

Sensitivity analysis
The impact of an increase or decrease in the main actuarial assumptions on defined benefit scheme liabilities at 31 December 2024 and 2023 is presented below.

At 31 December 2024

CHF 000	Augmentation	Diminution
Discount rate (0.5% variation)	-3,970	4,537
Future salary increases (0.5% variation)	170	-170

At 31 December 2023

CHF 000	Augmentation	Diminution
Discount rate (0.5% variation)	-3,373	3,826
Future salary increases (0.5% variation)	151	-151

This analysis is based on the assumption that all other variables remain constant.

Duration of defined benefit obligations

The weighted average duration of the defined benefit obligation for Group employees in Switzerland was 15 years at 31 December 2024 (2023: 15 years).

23 TRADE AND OTHER PAYABLES

An analysis of this item is shown below:

CHF 000	2024	2023
Payables related to matched principal activities	147,445	46,557
Accrued liabilities	195,525	161,526
Related party payables (Note 27)	5,672	5,752
Other short-term liabilities	46,299	43,044
Total	**394,941**	**256,879**

"Payables related to matched principal activities" include purchases of securities that had passed the scheduled delivery date at 31 December 2024 and 2023. The corresponding disposals of securities are presented as assets under 'Trade and other receivables'.

The Group's exposure to liquidity risk, foreign currency risk and interest rate risk on trade and other payables is disclosed in Note 30.

24 TAX PAYABLES AND RECEIVABLES

Consolidated tax payables at 31 December 2024 amounted to CHF 10,274,000 (2023: CHF 13,298,000).

Tax receivables of CHF 2,519,000 at 31 December 2024 (2023: CHF 5,580,000) consisted mainly of tax instalments paid by Group companies.

25 DERIVATIVE FINANCIAL INSTRUMENTS

The fair value of derivative financial instruments at 31 December is analysed below:

CHF 000	2024		2023	
	Assets	Liabilities	Assets	Liabilities
Forward foreign exchange contracts	125	1,129	378	123
Currency swaps	–	3	8	6
Total	**125**	**1,132**	**386**	**129**

Derivative financial instruments entered into by the Group are not designated as hedging instruments in hedging relationships.

26 LEASES

The Group's leases mainly concern offices used by employees in connection with their business activities.

Right-of-use assets

At 31 December 2024

CHF 000	Buildings	Vehicles	Total
Net carrying amount at 1 January	**36,289**	**268**	**36,557**
Additional assets	9,444	179	**9,623**
Depreciation	-14,180	-114	**-14,294**
Currency translation	1,795	-16	**1,779**
Net carrying amount at 31 December	**33,348**	**317**	**33,665**

At 31 December 2023

CHF 000	Buildings	Vehicles	Total
Net carrying amount at 1 January	**50,248**	**114**	**50,362**
Change in basis of consolidation	613	–	**613**
Additional assets	2,976	265	**3,241**
Depreciation	-14,257	-87	**-14,344**
Currency translation	-3,291	-24	**-3,315**
Net carrying amount at 31 December	**36,289**	**268**	**36,557**

Lease liabilities

CHF 000	2024	2023
Short-term		
Lease liabilities	14,348	13,668
Total	**14,348**	**13,668**
Long-term		
Lease liabilities	28,283	32,613
Total	**28,283**	**32,613**
Total lease liabilities	**42,631**	**46,281**

The Group's exposure to liquidity risk, foreign exchange risk and interest rate risk on lease liabilities is disclosed in Note 30.

Movements in lease liabilities from financing activities presented in the cash flow statement were as follows:

		Changes arising from cash flows	Non-cash changes		
CHF 000	1.1.24		Increase in lease liabilities	Currency translation	**31.12.24**
Lease liabilities	46,281	-15,500	9,368	2,482	**42,631**
Total	**46,281**	**-15,500**	**9,368**	**2,482**	**42,631**

		Changes arising from cash flows	Non-cash changes		
CHF 000	1.1.23		Increase in lease liabilities	Currency translation	**31.12.23**
Lease liabilities	61,916	-15,169	3,704	-4,170	**46,281**
Total	**61,916**	**-15,169**	**3,704**	**-4,170**	**46,281**

Other information on leases

- Short-term lease related expenses for fiscal 2024 amounted to CHF 4,012,000 (2023: CHF 3,763,000).
- Interest expense on lease liabilities is presented in Note 4.
- The total cash outflow for leases for fiscal 2024 amounted to CHF 19,231,000 in 2024 (2023: CHF 18,728,000,).

27 RELATED PARTY TRANSACTIONS

Nature of duties of key management staff

Key management personnel consist of the members of the Group's Executive Board. Their duties encompass managing all operating teams across the Group's various geographical regions, and executive management functions.

Key management remuneration

CHF 000	2024	2023
Salaries and bonuses	16,630	13,186
Share options	1,246	4,118
Benefits in kind	3	8
Total	**17,879**	**17,312**

No compensation in the form of post-employment benefits, termination benefits, or payments in the form of other short- or long-term benefits were received by key management personnel in 2024 and 2023.

In 2024, 75,000 share options were granted to members of the Group's Executive Board (2023: 179,000). An expense of CHF 1,246,000 (2023: CHF 4,118,000) was recognised during the year in respect of share-based payments to key employees.

Related party receivables

CHF 000	2024	2023
Non-current		
Receivables from joint ventures	–	411
Receivables from key management personnel	3,556	5,246
Total	**3,556**	**5,657**

Current		
Receivables from associates	3,496	1,978
Receivables from joint ventures	2,664	4,370
Receivables from shareholder and related companies	1,132	1,402
Receivables from key management personnel	4,820	1,672
Total	**12,112**	**9,422**

Related party payables

CHF 000	2024	2023
Current		
Payables to associates	84	2
Payables to joint ventures	4,431	4,258
Payables to shareholder and related companies	1,157	1,492
Total	**5,672**	**5,752**

"Receivables from shareholder and associated companies" and "Payables to shareholder and associated companies" include all receivables and payables due to or by Compagnie Financière Tradition SA and its subsidiaries in respect of their ultimate majority shareholder, VIEL et Compagnie-Finance, Paris, and subsidiaries of that company.

Related party transactions

Compagnie Financière Tradition SA has a lease with a company owned by its ultimate shareholder. In 2024, the Group recognised an expense of CHF 808,000 in relation to the right of use of those premises (2023: CHF 770,000). The carrying amount of the lease liability was CHF 1,219,000 at 31 December 2024 (2023: CHF 1,708,000).
Compagnie Financière Tradition SA's defined benefits scheme in Switzerland is considered a related party (Note 22).

Consolidation of Compagnie Financière Tradition SA

Compagnie Financière Tradition SA is consolidated in the financial statements of VIEL & Cie, whose registered office is at 9, Place Vendôme, 75001 Paris.

28 OFF-BALANCE SHEET OPERATIONS

Commitments to deliver and receive securities

CHF 000	2024	2023
Commitments to deliver securities	411,929,666	293,570,646
Commitments to receive securities	411,929,437	293,570,354

Commitments to deliver and receive securities reflect buy and sell operations on securities entered into before 31 December and closed out after that date, in connection with the matched principal activities of Group companies.

29 FINANCIAL RISK MANAGEMENT

The Group is exposed to three main types of financial risk

- Credit and counterparty risk
- Liquidity risk
- Market risk

This note details the Group's exposure to each of these risk areas, its risk management objectives, risk policy and procedures, and the methods it uses to measure these risks. No changes were made in the Group's approach to managing risk in 2024.
The Board of Directors is ultimately responsible for defining the Group's risk appetite, establishing risk management policies, and exercising oversight of the Executive Board. It is assisted in these tasks by the Audit Committee, whose role is to oversee the internal control system for financial reporting, risk management, and compliance with laws and regulations. The Internal Audit department reviews the effectiveness of risk management procedure and internal controls, and reports the results to the Audit Committee.
The Risk Management department is an independent function responsible for identifying, assessing, mapping and monitoring the Group's risk exposure.
The Group achieves its strategic objectives by assuming risks. However, without appropriate limits, these risks could threaten its key resources, particularly its net profit, capital, liquidity and reputation. In extreme cases, these risks could elicit the need for a capital increase, or even threaten the Group's existence.
Compagnie Financière Tradition SA aims to optimise its capital management in order to achieve an overall return commensurate with the risks, safeguard its financial viability, and prevent any excessive losses that could reduce its operational capability in the medium term.
This involves defining the Group's risk appetite, i.e. the amount of residual risk it considers acceptable after implementing controls and other mitigating measures.
It implements controls designed to effectively manage identified significant risks and ensures that decisions on new initiatives are not unduly influenced by business objectives, thus comprehensively addressing all risks. The accumulation of correlated risks is identified and appraised, and corrective action is taken where necessary.
Senior management of Group subsidiaries must implement and maintain an appropriate infrastructure, including risk measurement, limits, rules, guidelines, independent decision-making, controls, oversight, tests and reports, in line with the Group's stated risk appetite.

Credit and counterparty risk

Credit and counterparty risk is the risk of financial loss in the event that a client or counterparty to a financial instrument defaults on its obligations. This risk mainly concerns items relating to trade and other receivables.
Compagnie Financière Tradition SA is an interdealer broker in the financial and non-financial markets, serving a predominantly institutional clientele. Its role it to facilitate transactions between counterparties for which it receives remuneration. The Group's exposure to credit risk is therefore limited to receivables deriving from this activity. The quality of counterparties is evaluated locally by subsidiaries in accordance with Group guidelines, and commission receivables are closely monitored. Provisions for impairment losses on receivables are recognised where necessary.
Some Group companies act as principal in the simultaneous purchase and sale of securities for the account of third parties. These transactions are managed through clearing houses on the basis of settlement against delivery of securities. The period between the transaction date and the settlement date is usually two days, during which Compagnie Financière Tradition SA is exposed to counterparty risk.
This risk is contained within the limits set by the Credit Committee, which assesses the creditworthiness of the counterparty based on ratings published by recognised bodies (External Credit Assessment Institutions (ECAI)), and available financial information (stock market prices, credit default swaps, yields in the secondary bond markets, etc.). When there is no available external rating, an internal rating is given based on a proprietary methodology. In addition to the counterparty's rating, the type of instruments traded and their liquidity are also taken into account for determining the limit.
Compliance with set limits is monitored independently by the Group's Risk Management department, or by the risk management departments of the operating regions.
Limits are reviewed periodically, or following events that could affect the creditworthiness of the counterparty or the environment in which it operates (country, type of sector, etc.).
The Group's exposure is mainly concentrated in regulated financial institutions, the majority of which have investment grade ratings.
The clearing itself is handled by specialised teams - Tradition London Clearing Ltd, an indirect subsidiary which is the hub for matched principal operations for Europe and Asia, and Tradition Securities and Derivatives Inc., which manages these activities in the United States.
The latter is a member of the FICC (Fixed Income Clearing Corporation), a central settlement counterparty for US government securities. Membership in the FICC considerably reduces the risk of a counterparty default, since it guarantees settlement of all trades entering its net.

Liquidity risk

Liquidity risk arises when the Group encounters difficulty in EMting its financial obligations. To ensure effective management of this risk, it is divided into two categories - transactional liquidity risk and balance sheet liquidity risk.

Transactional liquidity risk concerns the Group's ability to EMt cash flows related to matched principal operations or the requirements of market counterparties – for instance, the requirement to fund securities in the process of settlement or to EMt margins or collateral with clearing houses or banks that provide these services. These liquidity demands are hard to anticipate but are generally short term – overnight or even intra-day – and are usually met from overdrafts with the clearing entity. In order to manage these risks, the Group ensures that subsidiaries engaged in matched principal operations hold sufficient cash and cash equivalents. The assessment of funding requirements uses a statistical approach based on an analysis of historical data, in addition to stress tests to determine an appropriate level of reserves.

Balance sheet liquidity risk is the risk that a Group entity will be unable to EMt its requirements for net working capital for a certain period due to trading difficulties or significant investments. To anticipate and manage this risk, the Group's main operating entities prepare rolling twelve-month cash flow forecasts as part of the monthly financial reporting process in order to identify any potential liquidity issues.

Each entity must at least retain sufficient cash or cash equivalents to EMt expected net cash outflows for the following three months.

Regular checks are carried out to identify surplus funds that can be redistributed to the Group's holding companies; these are responsible for managing working capital and structural cash requirements. The Group has in place bond financing and a credit facility (disclosed in Note 20) to reinforce its financial resilience and its ability to manage liquidity risks.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market prices and affect the Group's net profit or the value of its financial instruments. It consists mainly of currency and interest rate risk.

The Group's global presence exposes it to foreign currency risk, which arises when subsidiaries conduct transactions in a currency other than their functional currency.

Transactions are conducted mainly in US dollars (USD), sterling (GBP), yen (JPY), euros (EUR) and Swiss francs.

Group policy for hedging this risk is dealt with on a timely basis rather than through a systematic long-term hedging policy. However, the UK applies a systematic hedging strategy for the main foreign currencies using forward exchange contracts.

The Group monitors its currency risk on a monthly basis to minimise its exposure.

The Group's exposure to interest rate risk derives mainly from the structure of its financial debt. However, as most of the debt is fixed rate, this risk is marginal. Financial debt commitments within the Group must be approved beforehand by the Board of Directors.

Capital management

The Group's capital management strategy aims to maintain sufficient equity to ensure operating continuity and produce a return on investment for shareholders.

The Board of Directors monitors return on equity, which is defined as the ratio of net operating income to shareholders' equity, net of the share of non-controlling interests. The Board also monitors dividends paid to shareholders.

The Group manages the capital structure and adjusts it in response to changes in economic conditions. In order to maintain or adjust the capital structure, the Group may adjust dividends paid to shareholders, return capital to shareholders, issue new shares, or sell assets to reduce debt.

No changes were made in the Group's approach to managing capital in 2024.

Compagnie Financière Tradition SA is not subject to any externally imposed capital requirements. However, on the local level, the main Group subsidiaries are subject to capital requirements imposed by regulators in the countries concerned. Monitoring and compliance with regulatory directives are the responsibility of local compliance officers. All subsidiaries comply with regulatory requirements set by local regulators in the jurisdictions in which the subsidiaries operate.

30 FINANCIAL INSTRUMENTS

Credit risk

Exposure to credit risk
The carrying amount of financial assets represents the Group's maximum exposure to credit risk. The following table presents the Group's exposure to credit risk at 31 December:

CHF 000	2024	2023
Loans and receivables	412,729	261,896
Financial assets at amortised cost	98,574	28,597
Derivative financial instruments	125	386
Cash and cash equivalents	394,543	325,037
Unavailable cash and cash equivalents	33,367	29,595
Total	**939,338**	**645,511**

The Group is not exposed to significant concentrations of credit risk on financial assets, due to its broad geographical footprint and the number of counterparties.
More than 90% of the Group's counterparty exposure consisted of investment grade counterparties (rated BBB-/Baa3 or higher) at 31 December 2024 and 2023.

Expected credit losses
An analysis of ageing of trade receivables and expected credit losses is shown below:

	2024			2023		
CHF 000	Gross value	Expected credit losses	Net value	Gross value	Expected credit losses	Net value
Not overdue	132 150	-5	132 145	112 968	-4	112 964
Overdue by less than 30 days	31 888	-66	31 822	28 451	-7	28 444
Overdue by 31 to 60 days	17 227	-22	17 205	10 681	-28	10 653
Overdue by 61 to 90 days	10 423	-27	10 396	5 090	-16	5 074
Overdue by 91 to 180 days	11 208	-9	11 199	6 212	-20	6 192
Overdue by more than 180 days	14 729	-1 844	12 885	8 913	-1 714	7 199
Total	**217 625**	**-1 973**	**215 652**	**172 315**	**-1 789**	**170 526**

Since the adoption of IFRS 9 Financial Instruments, the Group has applied a simplified approach for measuring expected credit losses over the life of brokerage receivables. An analysis is carried out by Group companies based on the ageing of trade receivables, taking into account historical default data and the current and foreseeable situation at the balance sheet date. Most customers are major financial institutions with good credit ratings.

An analysis of ageing of receivables related to matched principal activities and expected credit losses is shown below:

	2024			2023		
CHF 000	Gross value	Expected credit losses	Net value	Gross value	Expected credit losses	Net value
Overdue by less than 5 days	60,019	–	60,019	12,281	–	12,281
Overdue by 6 to 15 days	73,911	–	73,911	27,477	–	27,477
Overdue by 16 to 30 days	5,042	–	5,042	1,555	–	1,555
Overdue by 31 to 45 days	6,951	–	6,951	1,813	–	1,813
Overdue by more than 45 days	12,515	-10,629	1,886	15,789	-12,445	3,344
Total	**158,438**	**-10,629**	**147,809**	**58,915**	**-12,445**	**46,470**

These amounts represent transactions that remain unsettled after the contractual delivery dates and are caused mainly by counterparty delays in the settlement of securities. Based on analyses of historical loss data, the Group believes that no impairment of matched principal receivables is necessary. Most counterparties are major financial institutions with good credit ratings. Transactions are subject to appropriate credit limits, established on the basis of the creditworthiness of the counterparty.

However, the various sanctions and counter-sanctions taken in the wake of the Russian invasion of Ukraine on 24 February 2022 have made the standard settlement process significantly more complex and have negatively impacted the Group's technical ability to complete a number of transactions in rouble-denominated bonds. As a result, certain counterparties and particularly those subject to sanctions, may be unable to EMt their settlement obligations in the foreseeable future, regardless of their creditworthiness. The probability of default has therefore been estimated at 100% for those trades where the Group has received the underlying securities against payment but is currently unable to settle the trades. Receivables related to these unsettled transactions amounted to CHF 12,515,000 at 31 December 2024 (2023: CHF 14,653,000).

In the event of a counterparty default, the cash flows that the Group expects to receive include receipts from the sale of the underlying securities and/or the cash flows associated with the securities themselves. In these transactions, the securities to be delivered consist of Russian government bonds that are listed locally on an active market. However, in view of the existing transfer restrictions and the uncertain access to the local market, both for the sale of the securities and the receipt of the associated cash flows, the Group considers that the securities cannot be valued on the balance sheet at 31 December 2024.

The provision for expected credit losses on receivables related to unsettled matched principal trades amounted to RUB 1,330,390,000, unchanged from the previous year, equivalent to CHF 10,629,000 at 31 December 2024 (2023: CHF 12,445,000).

Movements in the provision for expected credit losses are shown below:

At 31 December 2024

CHF 000	Trade receivables and related accounts	Receivables related to matched principal activities	**Total**
At 1 January 2024	**-1,789**	**-12,445**	**-14,234**
Recognised	-407	–	**-407**
Used	190	–	**190**
Reversed	131	2,606	**2,737**
Currency translation	-98	-790	**-888**
At 31 December 2024	**-1,973**	**-10,629**	**-12,602**

At 31 December 2023

CHF 000	Trade receivables and related accounts	Receivables related to matched principal activities	**Total**
At 1 January 2023	**-1,447**	**-16,478**	**-17,925**
Reclassifications	-297	–	**-297**
Recognised	-382	–	**-382**
Used	90	–	**90**
Reversed	149	3,531	**3,680**
Currency translation	98	502	**600**
At 31 December 2023	**-1,789**	**-12,445**	**-14,234**

Liquidity risk

An analysis of remaining contractual maturities of financial liabilities, including estimated interest payments, is shown below:

31 December 2024

CHF 000	Less than 3 months	3 to 6 months	6 to 12 months	1 to 5 years	Over 5 years	Total
Bond issues	–	–	129,472	195,251	–	**324,723**
Lease liabilities	4,221	3,856	8,030	28,994	5,090	**50,191**
Trade and other payables	368,719	4,582	21,640	–	–	**394,941**
Derivative financial instruments	823	309	–	–	–	**1,132**
Short-term financial debts	1,001	–	–	–	–	**1,001**
Total	**374,764**	**8,747**	**159,142**	**224,245**	**5,090**	**771,988**

31 December 2023

CHF 000	Less than 3 months	3 to 6 months	6 to 12 months	1 to 5 years	Over 5 years	Total
Bond issues	–	–	3,808	216,388	–	**220,196**
Lease liabilities	4,281	3,661	7,317	30,439	8,617	**54,315**
Trade and other payables	227,020	15,919	13,941	–	–	**256,880**
Derivative financial instruments	93	21	15	–	–	**129**
Short-term financial debts	416	–	–	–	–	**416**
Total	**231,810**	**19,601**	**25,081**	**246,827**	**8,617**	**531,936**

Currency risk

Sensitivity analysis

The Group is exposed to transaction risk, particularly on the US dollar (USD), sterling (GBP), yen (JPY), euro (EUR) and Swiss franc (CHF).

The table below details the Group's sensitivity to a 10% change in a transaction currency compared with corresponding functional currencies. This analysis includes monetary assets and liabilities denominated in a currency other than the functional currency of the Group's entities, and adjusts their value at the end of the period for a 10% change in the exchange rate.

This analysis is based on the assumption that all other variables remain constant and has been prepared on the same basis as the previous financial year.

At 31 December, an appreciation of 10% in a transaction currency compared with other corresponding functional currencies would have increased (decreased) net profit for the year as shown below, with no impact on equity:

31 December 2024

	Transaction currencies					
CHF 000	USD	GBP	EUR	CHF	Other currencies	**Total**
Functional currencies						
USD	–	-25	40	-129	159	**45**
GBP	2,388	–	982	-48	241	**3,563**
EUR	141	170	–	3	56	**370**
CHF	1,546	69	300	–	1,866	**3,781**
Other currencies	2,509	-6	25	-58	–	**2,470**
Total	**6,584**	**208**	**1,347**	**-232**	**2,322**	**-**

31 December 2023

	Transaction currencies					
CHF 000	USD	GBP	EUR	CHF	Other currencies	**Total**
Functional currencies						
USD	–	-82	-3	-139	97	**-127**
GBP	1,533	–	1,433	-15	223	**3,174**
EUR	84	80	–	-12	197	**349**
CHF	2,492	122	-5	–	1,812	**4,421**
Other currencies	2,132	23	17	-386	–	**1,786**
Total	**6,241**	**143**	**1,442**	**-552**	**2,329**	**-**

Interest rate risk

Profile

The profile of interest-bearing financial instruments at 31 December was as follows:

CHF 000	2024	2023
Fixed rate instruments		
Financial assets	167,500	89,062
Financial liabilities	-348,861	-255,695
Net	**-181,361**	**-166,633**
Variable rate instruments		
Financial assets	229,357	187,526
Financial liabilities	-7,619	-7,207
Net	**221,738**	**180,319**

Sensitivity analysis of cash flows for variable rate instruments

Variable rate financial assets and liabilities essentially consist of cash and cash equivalents and financial debts. Financial debts with variable interest rates expose the Group to cash flow interest rate risk.

A 50 bps increase in interest rates at 31 December would have increased (decreased) net profit and equity by the amounts shown below. This analysis is based on the assumption that all other variables remain constant and has been prepared on the same basis as the previous financial year.

31 December 2024

CHF 000	Net profit	Equity
Net financial assets	1,109	-

31 December 2023

CHF 000	Net profit	Equity
Net financial assets	902	-

Fair value

The table below shows the carrying amount of financial assets and liabilities and their fair value measurement according to the corresponding hierarchy level.
Fair value is not shown for items where the carrying amount is a reasonable estimate of their fair value. The methods used to measure fair value are disclosed in the section on significant accounting policies.

At 31 December 2024

CHF 000	Carrying amount	Fair value			
		Level 1	Level 2	Level 3	**Total**
Financial assets at fair value					
Financial assets at fair value through other comprehensive income	3,898	–	3,898	–	**3,898**
Financial assets at fair value through profit or loss	1,581	1,581	–	–	**1,581**
Derivative financial instruments	125	–	125	–	**125**
Total	**5,604**	**1,581**	**4,023**	**-**	**5,604**
Financial assets at amortised cost					
Unavailable cash	33,367				
Trade and other receivables	412,729				
Financial assets at amortised cost	98,574				
Cash and cash equivalents	394,543				
Total	**939,213**				
Total financial assets	**944,817**	**1,581**	**4,023**	**-**	**5,604**
Financial liabilities at fair value					
Derivative financial instruments	1,132	–	1,132	–	**1,132**
Total	**1,132**	**-**	**1,132**	**-**	**1,132**
Financial liabilities at amortised cost					
Long-term bonds	179,427	183,400	–	–	**183,400**
Long-term lease liabilities	28,283				
Short-term financial debts:					
Bond issues	*127,244*	*130,026*			***130,026***
Bank overdrafts	*1,001*				
Short-term lease liabilities	14,348				
Trade and other payables	394,941				
Total	**745,244**	**313,426**	**-**	**-**	**313,426**
Total financial liabilities	**746,376**	**313,426**	**1,132**	**-**	**314,558**

At 31 December 2023

CHF 000	Carrying amount	Fair value			
		Level 1	Level 2	Level 3	**Total**
Financial assets at fair value					
Financial assets at fair value through other comprehensive income	3,671	–	3,671	–	**3,671**
Financial assets at fair value through profit or loss	1,630	1,630	–	–	**1,630**
Derivative financial instruments	386	–	386	–	**386**
Total	**5,687**	**1,630**	**4,057**	**-**	**5,687**
Financial assets at amortised cost					
Unavailable cash	29,595				
Trade and other receivables	261,896				
Financial assets at amortised cost	28,597				
Cash and cash equivalents	325,037				
Total	**645,125**				
Total financial assets	**650,812**	**1,630**	**4,057**	**-**	**5,687**
Financial liabilities at fair value					
Derivative financial instruments	129	–	129	–	**129**
Total	**129**	**-**	**129**	**-**	**129**
Financial liabilities at amortised cost					
Long-term bonds	209,553	210,125	–	–	**210,125**
Long-term lease liabilities	32,613				
Short-term financial debts:					
Bank overdrafts	*416*				
Short-term lease liabilities	13,668				
Trade and other payables	256,879				
Total	**513,129**	**210,125**	**-**	**-**	**210,125**
Total financial liabilities	**513,258**	**210,125**	**129**	**-**	**210,254**

31 BASIS OF CONSOLIDATION

The table below shows the main consolidated companies, the percentage interests held directly or indirectly, and the method of consolidation used for each company. All companies are active in the financial field unless otherwise stated.

Country		New companies	Controlling interest	Equity interest	Capital in thousands	Method FCM/EM
Switzerland	Compagnie Financière Tradition SA				CHF 20,231	Consolidating company
Europe, Middle East and Africa						
South Africa	Tradition Data Analytics Services (Pty) Ltd, Fourways		100.0	100.0	ZAR n/s	FCM
	Tradition Government Bond Brokers and Derivative Brokers (Pty) Ltd, Johannesburg		100.0	100.0	ZAR 1,000	FCM
	TFS Securities (Pty) Ltd, Johannesburg		100.0	100.0	ZAR 1,000	FCM
Germany	Finacor Deutschland GmbH, Francfort		100.0	100.0	EUR 6,050	FCM
	Tradition Financial Services GmbH, Francfort		27.5	27.5	EUR 75	EM
Belgium	Finacor & Associés S.A., Bruxelles		100.0	99.9	EUR 1,967	FCM
United Arab Emirates	Tradition Dubaï Ltd, Dubai		100.0	100.0	USD 450	FCM
Spain	C.M. Capital Markets Holding S.A., Madrid		32.4	32.4	EUR 379	EM
	Tradition Financial Services España, S.V. S.A., Madrid, et succursales de Amsterdam et Varsovie		100.0	100.0	EUR 750	FCM
France	Carax SA, Paris		100	100	EUR 1,320	FCM
	Tradition Securities And Futures S.A., Paris, et succursales de Genève, Londres, Madrid et Milan		99.9	99.9	EUR 11,486	FCM
	TSAF OTC S.A., Paris		100.0	99.9	EUR 4,836	FCM
	Elixium SA, Paris		100.0	100.0	EUR 37	FCM
Israel	TFS Israël (Brokers) Ltd, Tel Aviv		80.0	80.0	ILS 2,778	FCM
Italy	Tradition Italia S.R.L., Milan		100.0	100.0	EUR 50	FCM
Luxembourg	Tradition Luxembourg S.A., Luxembourg		100.0	100.0	EUR 11,321	FCM
Monaco	Carax Monaco S.A.M, Monaco		100.0	100.0	EUR 300	FCM
Netherlands	Starfuels B.V., Rotterdam		100.0	100.0	EUR 18	FCM
United Kingdom	Tradition UK Holdings Ltd, London [1)]		100.0	100.0	GBP 100	FCM
	Tradition (UK) Ltd, London		100.0	100.0	GBP 51,300	FCM
	Tradition Financial Services Ltd, London		100.0	100.0	GBP 15,250	FCM
	TFS Derivatives Ltd, London		100.0	100.0	GBP 31,700	FCM
	TFS-ICAP Ltd, London		51.0	27.5	GBP 20	EM
	Tradition London Clearing Ltd, London		100.0	100.0	GBP 28,500	FCM
	Trad-X (UK) Ltd, London		100.0	100.0	GBP 200	FCM
	ParFX (UK) Ltd, London		100.0	100.0	GBP n/s	FCM
	Tradition Management Services Ltd, London [2)]		100.0	100.0	GBP n/s	FCM

Country		New companies	Controlling interest	Equity interest	Capital in thousands	Method FCM/EM
Switzerland	Tradition Service Holding SA, Lausanne [1]		100.0	100.0	CHF 21,350	FCM
	Trad-X Holding SA, Lausanne [1]		100.0	100.0	CHF 100	FCM
	ParFX Holding SA, Lausanne [1]		100.0	100.0	CHF 100	FCM
	Tradition S.A., Lausanne, et succursales de Zürich et de Genève		100.0	100.0	CHF 450	FCM
	Finarbit AG, Küsnacht		100.0	100.0	CHF 1,000	FCM
	Gottex Brokers SA, Lausanne		49.0	49.0	CHF 360	EM
	TFS SA, Lausanne [1]		100.0	100.0	CHF 100	FCM
	Tradificom International SA, Lausanne [2]		100.0	100.0	CHF 200	FCM
Americas						
Argentina	Tradition Argentina S.A., Buenos Aires		100.0	100.0	ARS 1,546	FCM
Chile	Tradition Chile S.A., Santiago		100.0	100.0	CLP 476,805	FCM
Colombia	Tradition Securities Colombia S.A., Bogota		100.0	100.0	COP 200,000	FCM
	Tradition Colombia S.A., Bogota		100.0	100.0	COP 90,000	FCM
United States	Tradition America Holdings Inc., New York [1]		100.0	100.0	USD 500	FCM
	Bonds.com., New York		100.0	100.0	USD n/s	FCM
	Tradition Americas LLC, New York		100.0	100.0	USD 500	FCM
	Tradition SEF LLC, New York		100.0	100.0	USD n/s	FCM
	Tradition Securities and Derivatives LLC, New York		100.0	100.0	USD 5	FCM
	Trad-X US LLC, New York		100.0	100.0	USD n/s	FCM
	TFS Derivatives Corp. LLC, New York		100.0	100.0	USD 95	FCM
	TFS-ICAP LLC, New York		51.0	27.5	USD n/s	EM
	TFS Energy LLC, Stamford		57.5	57.5	USD n/s	FCM
	TFS Energy Futures LLC, Stamford		100.0	57.5	USD n/s	FCM
	TFS Energy Solutions LLC, Stamford		60.0	60.0	USD n/s	FCM
	Starfuels Holdings LLC[1]		100.0	100.0	USD n/s	FCM
	Starfuels Inc		100.0	100.0	USD n/s	FCM
	Starfuels Puerto Rico LLC		100.0	100.0	USD n/s	FCM
	StreamingEdge.com Inc., New Jersey [2]		80.0	80.0	USD n/s	FCM
Mexico	Tradition Services S.A. de C.V., Mexico		100.0	100.0	MXN 50	FCM

Country		New companies	Controlling interest	Equity interest	Capital in thousands	Method FCM/EM
Asia-Pacific						
Australia	Tradition Australia Pty Ltd, Sydney		100.0	100.0	AUD n/s	FCM
	TFS Australia Pty Ltd, Sydney		100.0	100.0	AUD 5	FCM
	The Renewable Energy Hub Pty Ltd, Sydney		44.8	44.8	AUD 1,434	EM
China	Tradition (Asia) Ltd, Hong Kong		100.0	100.0	HKD 25,001	FCM
	TFS Derivatives HK Ltd, Hong Kong		100.0	100.0	HKD 65,200	FCM
	Tradition Management APAC Ltd, Hong Kong[2]	*	100.0	100.0	HKD 100,000	FCM
	Ping An Tradition International Money Broking Company Ltd, Shenzhen		33.0	33. 0	CNY 50,000	EM
South Korea	Tradition Korea Ltd, Séoul		100.0	100.0	KRW 5,000,000	FCM
India	Derivium Tradition Securities (India) Private Limited, Mumbai		50.0	50.0	INR 24,375	EM
Indonesia	PT Tradition Indonesia, Jakarta		98.0	98.0	IDR 5,000,000	FCM
Japan	Tradition Nihon Ltd, Tokyo		100.0	100.0	JPY 300,000	FCM
	Tradition Japan FX Holdings Ltd, Tokyo[1]		100.0	100.0	JPY 500	FCM
	Gaitame.com Co., Ltd, Tokyo		50.0	50.0	JPY 801,354	EM
	Money Partners Group Co., Ltd., Tokyo	*	46.0	46.0	JPY 2,022,031	EM
	Ueda Tradition Holdings Ltd, Tokyo[1]		60.0	60.0	JPY 1,000	FCM
	Ueda Tradition Derivative Ltd, Tokyo		100.0	60.0	JPY 5,000	FCM
	Ueda Tradition Securities Ltd, Tokyo		100.0	60.0	JPY 3 633,000	FCM
New Zealand	Tradition Kiwi Brokers Ltd, Wellington		100.0	100.0	NZD 2,676	FCM
Philippines	Tradition Financial Services Philippines Inc., Makati		100.0	100.0	PHP 515,000	FCM
Singapore	Tradition Singapore (Pte) Ltd, Singapore		100.0	100.0	SGD 300	FCM
	TFS Currencies Pte Ltd, Singapore		100.0	100.0	USD 700	FCM
	Tradition Asia Pacific (Pte) Ltd, Singapore [1]		100.0	100.0	SGD n/s	FCM
	Starfuels Pte Ltd, Singapore		100.0	100.0	SGD 1,147	FCM
Thailand	Tradition Brokers (Thailand) Ltd, Bangkok		100.0	71.0	THB 12,000	FCM
	Tradition Siam (Brokers) Ltd, Bangkok		100.0	71.0	THB 5,000	FCM
	Tradition Fixed Income Co Ltd, Bangkok		100.0	71.0	THB 1,000	FCM

[1] Holding company

[2] Service company

FCM: Full consolidation method

EM: Equity method

Changes in the basis of consolidation

The following changes in the basis of consolidation were made during the 2024 financial year, as well as the 2023 financial year, along with several other non-significant changes.

Gaitame

Following a public tender offer, Gaitame.com strengthened its position in the Japanese market in December 2024 by acquiring a 92% stake in Money Partners Group. The transaction was finalized in February 2025, after the buyout of minority shareholders.

Starfuels

On 25 January 2023, the Group increased its holding in the operating subsidiaries of Starfuels SA to 100%. Starfuels SA is a joint venture in which the Group previously held a 40% interest, accounted for using the equity method. The acquisition will enable the Group to expand its activity in the energy sector and generate synergies in terms of business processes. The fair value of previously held equity investments was estimated at about CHF 6,500,000 while the fair value of the consideration, transferred in cash, was CHF 4,337,000. This operation resulted in recognition of goodwill of CHF 7,343,000 (Note 8).

Tradition-ICAP

The currency options business is conducted mainly out of London, New York and Singapore through several companies which are grouped under the heading "Tradition-ICAP". The Group holds a 27.5% interest in the operating companies in London and New York via holding companies in which it holds 55% of the share capital but exercises joint control under a contractual agreement with the partner.
A number of structural and governance changes were introduced in these London and New York companies earlier in the year, particularly with regard to the composition of the Board of Directors and the appointment of Board members. These changes resulted in a change in the method of consolidation used for these companies within the Group's jointly controlled holding companies, which impacted investments in joint ventures and non-controlling interests in an amount of CHF 4,780,000 (Notes 9 and 17 respectively).

COMPANY FINANCIAL STATEMENTS

Statutory Auditor's Repor to the General Meeting of Compagnie Financière Tradition SA, Lausanne.
Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Compagnie Financière Tradition SA (the Company), which comprise the balance sheet as at 31 December 2024, and the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.
In our opinion, the financial statements (pages 144 to 151) comply with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Financial Statements" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

VALUATION OF EQUITY INVESTMENTS

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

VALUATION OF EQUITY INVESTMENTS

Key Audit Matter

Equity investments amounted to CHF 129.0 million as at 31 December 2024 arising mainly from Tradition Service Holding SA (CHF 105.2 million).

Equity investments are valued at a maximum of the acquisition cost less necessary value adjustments, considering the general principle of individual valuation. Annually, management carries out an impairment test of equity investments with indications of possible impairment.

Due to the significance of the equity investments and the inherent uncertainty in determining the value in use, this is deemed to be a significant area of judgment.

Our response

Our procedures included, amongst others, assessing the process used to identify equity investments with indications of possible impairment.

For a sample of such equity investments, we performed the following audit procedures:

- evaluating the appropriateness of the valuation methods applied;
- verifying the underlying data and assumptions used by management to determine the value in use;
- comparing the value in use to the carrying amount;
- verifying the arithmetical accuracy of the impairment tests.

We also considered the appropriateness of disclosures in relation to equity investments in the financial statements.

- **For further information on the valuation of equity investments refer to the following:**

- Note II.1 to the financial statements.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements of the Company, the compensation report and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Financial Statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.
In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.
- Conclude on the appropriateness of the Board of Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.
From the matters communicated to the Board of Directors or its relevant committee, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report, unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

In accordance with article 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Based on our audit in accordance with Art. 728a para. 1 item 2 CO, we confirm that the proposal of the Board of Directors complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

KPMG SA

Philippe Ruedin
Licensed Audit Expert
Auditor in Charge

Aurélie Pascal
Licensed Audit Expert

Lausanne, 19 March 2025

Income statement

CHF 000	Notes	2024	2023
Income from equity investments		29,590	52,416
Other income		30,579	35,503
Financial income		8,285	7,876
Reversal of provision for impairment of equity investments		2,095	443
Reversal of provision for bad debts		–	176
Total income		**70,549**	**96,414**
Staff costs		-12,814	-9,779
Other expenses		-8,671	-9,745
Financial expenses		-5,451	-8,303
Provision for bad debts		-1,872	-
Depreciation and amortisation		-217	-167
Total expenses		**-29,025**	**-27,994**
Profit before tax		**41,524**	**68,420**
Income tax		-1,792	-2,199
Net profit for the year		**39,732**	**66,221**

Balance sheet

CHF 000	Notes	31.12.2024	31.12.2023
ASSETS			
Current assets			
Cash and cash equivalents		47,697	3,952
Short-term bank deposits		65,000	-
Short-term receivables from Group companies		16,148	17,034
Short-term receivables from shareholders		77	222
Other short-term receivables		2,905	2,700
Prepayments and accrued income		3,359	1,786
Total current assets		**135,186**	**25,694**
Non-current assets			
Long-term receivables from Group companies *(net of allowance of CHF 13,576,000 (31.12.2023 : CHF 11,704,000)*		185,188	224,540
Other long-term investments		1,578	1,627
Equity investments	II.1	128,989	126,894
Property and equipment		1,461	1,230
Intangible assets		408	143
Total non-current assets		**317,624**	**354,434**
TOTAL ASSETS		**452,810**	**380,128**

Balance sheet

CHF 000	Notes	31.12.2024	31.12.2023
LIABILITIES			
Current liabilities			
Short-term interest-bearing liabilities	II.4	127,305	-
Short-term liabilities to Group companies		2,821	1,294
Short-term liabilities to shareholders		9	10
Other short-term liabilities		3,289	3,019
Accruals and deferred income		7,090	5,899
Total current liabilities		**140,514**	**10,222**
Non-current liabilities			
Long-term interest-bearing liabilities	II.4	180,000	210,000
Total non-current liabilities		**180,000**	**210,000**
Total liabilities		**320,514**	**220,222**
Shareholders' equity			
Share capital	II.2	20,231	19,366
Legal reserve from capital contributions		1,132	1,132
Legal reserve from retained earnings		3,034	3,034
Reserve for treasury shares	II.3	49,447	27,510
Retained earnings carried forward		*68,167*	*70,153*
Net profit for the year		*39,732*	*66,221*
Available earnings		107,899	136,374
Treasury shares	II.3	-49,447	-27,510
Total shareholders' equity		**132,296**	**159,906**
TOTAL LIABILITIES AND SHAREHOLDERS' EQUITY		**452,810**	**380,128**

I. BASIS OF PREPARATION

The 2024 annual accounts of Compagnie Financière Tradition SA, Lausanne, were prepared in accordance with Swiss law on accounting and financial reporting (Part Thirty-two of the Code of Obligations). As provided in Section 961d(1) of the Code of Obligations, Compagnie Financière Tradition SA has dispensed with the presentation of a cash flow statement and additional information in the notes to the annual accounts, as the Company prepares consolidated accounts in accordance with the International Financial Reporting Standards (IFRS).

II. NOTES TO THE BALANCE SHEET

II.1 Equity investments

Compagnie Financière Tradition SA holds significant interests in the following companies:

	Capital In thousands		Percentage held [1]		Acquisition cost CHF 000	
			2024	2023	2024	2023
Tradition Service Holding SA, Lausanne	CHF	21,350	100.0	100.0	105,222	105,222
TFS SA, Lausanne	CHF	100	100.0	100.0	50,214	50,214
Tradificom International SA, Lausanne	CHF	200	100.0	100.0	200	200
StreamingEdge.com Inc., New Jersey	USD	n/s	80.0	80.0	2,872	2,872
Ping An Tradition International Money Broking Company Ltd, Shenzhen	CNY	50 000	33.0	33.0	2,610	2,610
C. M. Capital Markets Holding S. A., Madrid	EUR	379	30.0	30.0	9,984	9,984
Trad-X Holding SA, Lausanne	CHF	100	100.0	100.0	100	100
ParFX Holding SA, Lausanne	CHF	100	100.0	100.0	100	100
Other equity investments					813	813
GROSS TOTAL					**172,115**	**172,115**
Impairment allowance					-43,126	-45,221
NET TOTAL					**128,989**	**126,894**

[1] The percentage of voting rights is equal to the percentage of equity ownership with the exception of C.M. Capital Markets Holding SA, Madrid, in which the percentage of voting rights was 32.4% at 31 December 2024, unchanged from the previous year.

Tradition Service Holding SA, TFS SA, Trad-X Holding SA and ParFX Holding SA are sub-holding companies, which in turn hold significant interests in companies broking financial and non-financial products for a wide range of clients consisting mainly of financial institutions and large corporations. The list of significant holdings is presented in Note 31 of the Group's consolidated financial statements.
The net asset value, used for estimating appropriate provisions, was determined on the basis of the annual or, where applicable, consolidated financial statements of the subsidiaries at 31 December 2024 and 2023, translated at the exchange rates prevailing on those dates.

II.2 Shareholders' equity

Share capital

The share capital at 31 December 2024 was CHF 20,231,000, consisting of 8,092,385 bearer shares with a nominal value of CHF 2.50.
Following the conversion of subscription rights during the period, 346,000 new Compagnie Financière Tradition SA shares were issued at a price of CHF 2.50 per share. This operation increased capital by CHF 865,000.
The share capital at 31 December 2023 was CHF 19,366,000, consisting of 7,746,385 bearer shares with a nominal value of CHF 2.50.
Following the conversion of subscription rights during the period, 92,000 new Compagnie Financière Tradition SA shares were issued at a price of CHF 2.50 per share. This operation increased capital by CHF 230,000.
The share capital at 31 December 2022 was CHF 19,136,000, consisting of 7,654,385 bearer shares with a nominal value of CHF 2.50.
Following the conversion of subscription rights during the year, 30,000 new Compagnie Financière Tradition SA shares were issued at a price of CHF 2.50 per share. This operation increased the share capital by CHF 75,000.
The share capital at 31 December 2021 was CHF 19,061,000, consisting of 7,624,385 bearer shares with a nominal value of CHF 2.50.

Major shareholders

Financière Vermeer BV, Amsterdam held 68.21% of the share capital of Compagnie Financière Tradition SA at 31 December 2024 (2023: 71.26%).
Financière Vermeer BV, Amsterdam, is wholly owned by VIEL & Cie, Paris, in which VIEL et Compagnie-Finance held a 64.08% interest at 31 December 2024 (2023: 62.52%).
Adrian Bell, Chief Operating Officer Asia - Pacific, held 3.01% of the share capital of Compagnie Financière Tradition SA at 31 December 2024.

Fluctuation margin

The Company's share capital may be increased by up to CHF 5,758,328, representing 28.46% of the existing share capital, through the issuance of up to 2,303,331 new bearer shares with a par value of CHF 2.50. The Board of Directors will set the issue price and the date from which the new shares are to carry dividend rights. This authority is valid until 21 May 2029.
The Board has authority to disapply or limit current shareholders' pre-emptive rights to enable acquisitions or equity investments. Subscription rights for which a pre-emptive right is granted but not exercised are available to the Board to be used in the Company's interest.

Conditional capital

The Company's share capital may be increased by up to CHF 1,916,095 or 9.47% of the existing share capital, through the issuance of up to 766,438 bearer shares with a par value of CHF 2.50. The increase will be effected through the exercise of a pre-emptive subscription right by Company employees. The pre-emptive rights of existing shareholders would be disapplied. The conditions for employee participation will be defined by the Board of Directors.
There were 324,165 share options awarded to Group employees outstanding at 31 December 2024 (2023: 511,000), representing a potential capital increase of CHF 810,413 (2023: CHF 1,267,500). These options entitle the holder to subscribe one share with a nominal value of CHF 2.50.
In addition, the Board of Directors may decide to increase share capital by up to CHF 3,600,000, or 17.79% of the existing share capital, through the issuance of up to 1,440,000 bearer shares with a nominal value of CHF 2.50. The new shares will be fully paid-up. The increase will be effected as follows:

- up to CHF 2,500,000 through the exercise of a conversion right, granted in relation to the Company's issuance of bonds or similar convertible debt securities on national and international capital markets. The pre-emptive rights of existing shareholders would be disapplied. The terms and conditions of issue of such borrowings will be defined by the Board of Directors, with a conversion option based on an issue price that shall not be less than the average market price during the twenty days preceding the issue. Shareholders' pre-emptive right to subscribe such borrowings will be disapplied. Conversion rights must be exercised within five years of the issue date, after which they expire.
- Up to CHF 1,100,000 through the exercise of stand-alone options granted free of charge to shareholders pro rata to their existing holdings of share capital. The terms and conditions for allotting and exercising share options by shareholders or future option holders (transferrable options) will be defined by the Board of Directors.

Holders of conversion rights and/or options may subscribe new shares.

II.3 Treasury shares

	Carrying amount *CHF 000*	Acquisition or redemption price *CHF 000*	Number of shares *of CHF 2.50 nominal*
At 1 January 2023	**23,527**	**23,527**	**239,628**
Acquisitions	12,058	12,058	105,179
Disposals	-294	-395	-3,402
Share distribution	-7,781	-8,355	-73,290
Realised gains		675	-
At 31 December 2023	**27,510**	**27,510**	**268,115**
Acquisitions	22,078	22,078	148,404
Disposals	-141	-188	-1,462
Realised gains		47	-
At 31 December 2024	**49,447**	**49,447**	**415,057**

A gain of CHF 574,000 was recognised on the distribution of treasury shares in 2023. This was reported as financial income in the income statement.
An amount corresponding to the acquisition value of the treasury shares was transferred to the reserve for treasury shares under shareholders' equity.

II.4 Bond issues

Issuer	Year of issue and maturity	Outstanding face value *CHF 000*		Coupon	Effective interest rate	Carrying amount *CHF 000*	
						31 December 2024	31 December 2023
Compagnie Financière Tradition SA	2024-2029	CHF	100,000	2.250%	2.343%	100,000	-
Compagnie Financière Tradition SA	2021-2027	CHF	80,000	1.875%	1.980%	80,000	80,000
Compagnie Financière Tradition SA	2019-2025	CHF	127,305	1.750%	1.850%	127,305	130,000
TOTAL						**307,305**	**210,000**
Of which amount redeemable within 12 months						*127,305*	**-**

During the fiscal year, the company repurchased part of the bond maturing in 2025 for an amount of CHF 2,714,000.

III. ADDITIONAL DISCLOSURES

III.1 Headcount

The number of employees did not exceed 50 full-time jobs on average in each of the years 2024 and 2023.

III.2 Lease commitments

CHF 000	2024	2023
Remaining term of contract less than 1 year	834	770
Remaining term of contract between 1 and 5 years	411	964
Remaining term of contract more than 5 years	-	-
Total	**1,245**	**1,734**

These off-balance sheet commitments relate to office space leased by the Company. The amounts shown relate to the non-cancellable period only.

III.3 Share options for directors, executive management and employees

The following share options were awarded to directors, executive management and employees of Compagnie Financière Tradition SA in 2023 and 2022:

	2024		2023	
	Number	Value (CHF 000)	Number	Value (CHF 000)
Options awarded to directors and executive management	37,000	448	24,000	473
Options awarded to staff	11,165	135	-	-
Total	**48,165**	**583**	**24,000**	**473**

The value of the above options is determined in accordance with IFRS principles.

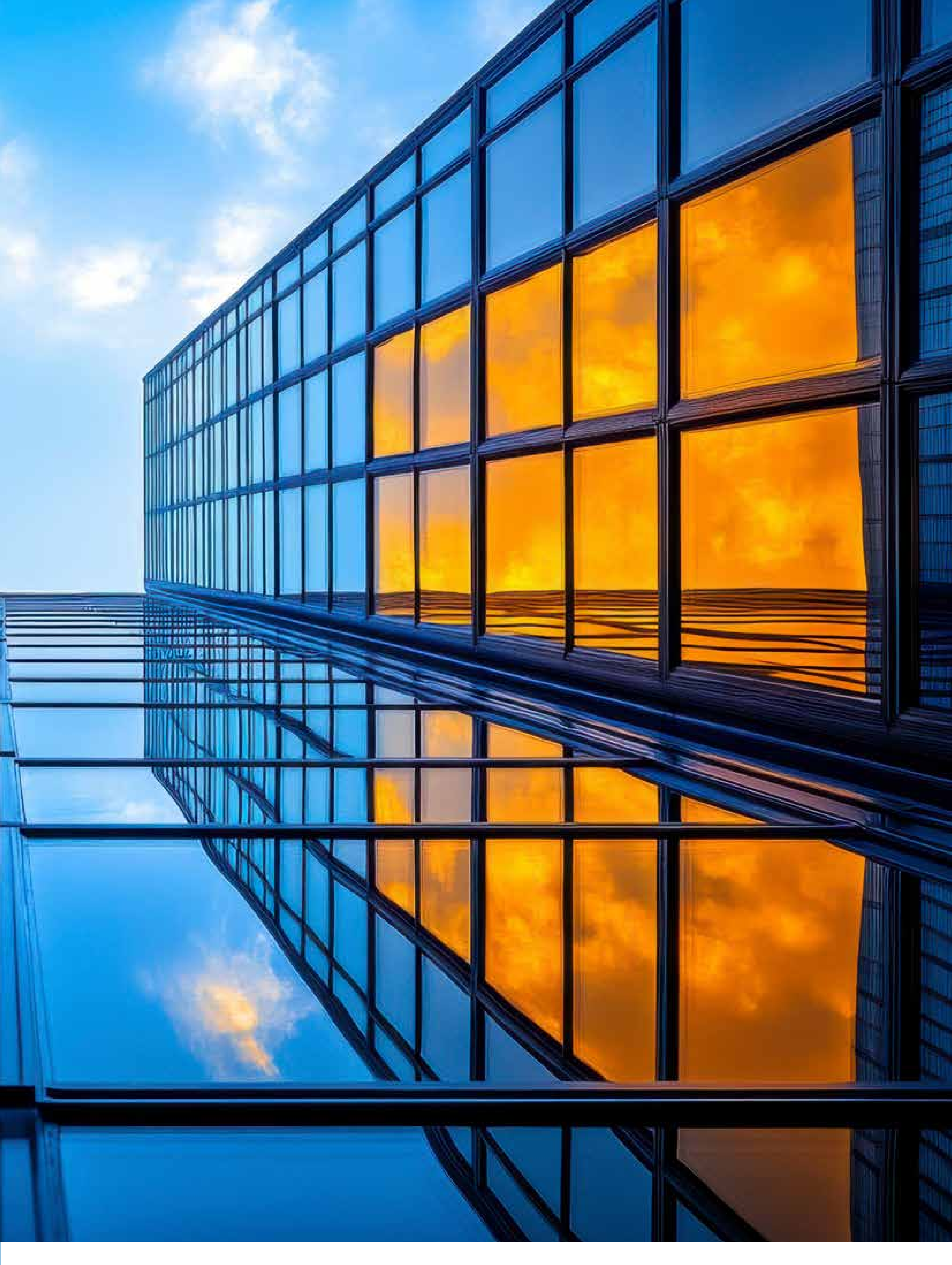
Proposed appropriation of available earnings

CHF 000	2024	2023
AVAILABLE EARNINGS		
Retained earnings carried forward	90,104	74,136
Movements in the reserve for treasury shares	-21,937	-3,983
Retained earnings carried forward	**68,167**	**70,153**
Net profit for the year	39,732	66,221
AVAILABLE EARNINGS	**107,899**	**136,374**
APPROPRIATION OF 2023 AVAILABLE EARNINGS AND PROPOSED APPROPRIATION OF 2024 AVAILABLE EARNINGS		
Dividend [1]	-51,822	-46,270
RETAINED EARNINGS CARRIED FORWARD	**56,077**	**90,104**

[1] Excluding treasury shares at 31 December 2024.

The dividend for the 2023 financial year, amounting to CHF 46,270,000, was paid in cash on 27 May 2024, in accordance with the resolution approved at the Annual General Meeting held on 21 May 2024. At the Annual General Meeting to be held on 22 May 2025, the Board of Directors will be seeking shareholder approval for a cash dividend of CHF 6.75 per share to be paid from available earnings, for an estimated distribution of CHF 51,822,000 for the 2024 financial year on the share capital conferring entitlement to a dividend. No dividend is to be paid on treasury shares held by the Company on the payment date. If the Annual General Meeting approves the Board's proposal, the dividend will be paid on 28 May 2025.

REMUNERATION REPORT



Report of the statutory auditor to the General Meeting of Compagnie Financière Tradition SA, Lausanne. Report on the Audit of the Remuneration Report

Opinion

We have audited the Remuneration Report of Compagnie Financière Tradition SA (the Company) for the year ended 31 December 2024. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) of the Remuneration Report.

In our opinion, the information pursuant to Art. 734a-734f CO in the accompanying Remuneration Report (pages 156 to 159) complies with Swiss law and the Company's articles of incorporation.

Basis for Opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's Responsibilities for the Audit of the Remuneration Report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the tables marked "audited" in the Remuneration Report, the consolidated financial statements, the stand-alone financial statements and our auditor's reports thereon.

Our opinion on the Remuneration Report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the Remuneration Report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the Remuneration Report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' Responsibilities for the Remuneration Report

The Board of Directors is responsible for the preparation of a Remuneration Report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a Remuneration Report that is free from material misstatement, whether due to fraud or error. The Board of Directors is also responsible for designing the remuneration system and defining individual remuneration packages.

Auditor's Responsibilities for the Audit of the Remuneration Report

Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this Remuneration Report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the Remuneration Report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

KPMG SA

Philippe Ruedin
Licensed Audit Expert
Auditor in Charge

Naomi Chaubert
Licensed Audit Expert

Lausanne, 19 March 2025

This Remuneration Report presents information on compensation, loans and credit facilities extended to members of the Board of Directors and Executive Board of Compagnie Financière Tradition SA, in accordance with Swiss law on accounting and financial reporting (Part Thirty-two of the Code of Obligations) and provisions on compensation in publicly listed companies (art 732 et seq. of the Code of Obligations).

Valuation principles

Compensation paid in cash is measured at its nominal value and allocated to financial years using the accrual method.
Compensation paid in foreign currencies is translated into Swiss francs at the annual average exchange rate. Loans and other credit facilities denominated in foreign currencies are translated into Swiss francs at the year-end exchange rate.
All amounts are presented gross with the employer's share of social security contributions shown separately.
Share options are measured at fair value on the grant date in accordance with IFRS principles. This amount is included in the compensation amount paid on the grant date.

Compensation paid to directors

Name	Position	2024	2023
CHF 000			
P. Combes	Chairman of the Board of Directors	-	-
C. Baillet	Director/Member of the Audit Committee	60.1	50.0
A. Blanc-Brude	Director	42.1	27.5
J.M Descarpentries	Director/Member of the Audit Committee	62.1	47.5
C. Goecking	Director/Member of the Remuneration Committee	52.1	40.0
C. Hémon*	Director/Member of the Audit Committee	60.1	-
M. Illy	Director	42.1	30.0
R. Pennone	Director/Chairman of the Audit Committee/ Chairman of the Remuneration Committee	72.1	60.0
E. Solvet**	Director/Member of the Audit Committee	20.8	50.0
Total		**411.5**	**305.0**

* was appointed at the AGM on 21 May 2024

** did not stand for re-election at the AGM on 21 May 2024

Loans and credit facilities
No loans and credit facilities were extended to members of the Board of directors as of December 31, 2024 and 2023.

Compensation paid to Executive Board members

CHF 000	2024	2023
Salaries and bonuses	16,630	13,186
Share options	908	3,929
Benefits in kind	3	8
Total	**17,541**	**17,123**
Social security contributions	1,437	726
Total (including the above items)	**18,978**	**17,849**

Highest total compensation paid to a member of the Executive Board
In 2024, the highest total compensation paid to a member of the Executive Board was conferred to M. Anderson, COO Tradition London Group and affiliated offices in EMEA (2023 : M. Leibowitz, COO Americas). The amounts below are included in the Executive Board compensation disclosed above.

CHF 000	2024	2023
Salaries and bonuses	3,632	4,492
Share options	605	-
Benefits in kind	3	-
Total	**4,240**	**4,492**
Social security contributions	1,093	9
Total (including the above items)	**5,333**	**4,501**

No other compensation, guarantees or additional fees were paid to current or former Directors or Executive Board members in 2024 and 2023.
No compensation, loans or other credit facilities were extended to persons closely associated with the Board of Directors or Executive Board in 2024 and 2023.

Loans and credit facilities
Total outstanding loans and credit facilities for Executive Board members were CHF 8,377,000 as of December 31, 2024 (December 31, 2023 : CHF 6,917,000), including CHF 2,941,000 for M. Anderson, COO Tradition London Group and affiliated offices in EMEA (December 31, 2023 : including CHF 1,597,000 for M. Leibowitz, COO Americas).

Shareholdings, conversion rights and share options of Directors and Executive Board members

Pursuant to the requirements of Section 734d of the Swiss Code of Obligations, the shareholdings in the Company and share options held by each Director and Executive Board member at 31 December 2024 and 2023 are disclosed below. No conversion rights were held at those dates.

Directors' shareholdings and share options

		31 December 2024		31 December 2023	
Name	**Position**	**Shareholding**	**Share options**	**Shareholding**	**Share options**
(Number of shares/options of CHF 2.50 nominal value)					
P. Combes	Chairman of the Board of Directors	5,520,068	–	5,520,068	–
C. Baillet	Director/Member of the Audit Committee	25,859	1,000	26,043	–
A. Blanc-Brude	Director	12,433	1,000	4,133	–
J.M Descarpentries	Director/Member of the Audit Committee	9,950	1,000	8,950	1,000
C. Goecking	Director/Member of the Remuneration Committee	2,500	1,000	2,566	1,000
C. Hémon*	Director/Member of the Audit Committee	–	1,000	–	–
M. Illy	Director	–	1,000	–	–
R. Pennone	Director/Chairman of the Audit Committee/ Chairman of the Remuneration Committee	8,352	1,000	7,352	1,000
E. Solvet**	Director/Member of the Audit Committee	–	–	–	1,000
Total		**5,579,162**	**7,000**	**5,569,112**	**4,000**

* was appointed at the AGM on 21 May 2024

** did not stand for re-election at the AGM on 21 May 2024

Shareholdings and share options of Executive Board members

		31 December 2024		31 December 2023	
Name	**Position**	**Shareholding**	**Share options**	**Shareholding**	**Share options**
(Number of shares/options of CHF 2.50 nominal value)					
M. Anderson	CEO Tradition London Group and affiliated offices in EMEA	101,409	50,000	51,409	50,000
A. Bell	COO Asia-Pacific	243,836	–	63,658	203,000
F. Brisebois	Group Chief Financial Officer	62,156	60,000	32,156	70,000
M. Leibowitz	COO Americas	210,384	60,000	250,384	60,000
L. Rosenshein	COO Tradition Americas	20,453	5,000	16,453	10,000
D. Velter	Strategic Marketing Director	11,683	9,000	11,683	4,000
Total		**649,921**	**184,000**	**425,743**	**397,000**

Activities carried out by directors in comparable positions in other undertakings with commercial objects

Name	Activities carried out at 31 December 2024	Activities carried out at 31 December 2023
P. Combes	Chair and Chief Executive Officer of VIEL et Compagnie-Finance SE (France), Chair and Chief Executive Officer of VIEL & CIE S.A. (France), Chair of the Management Board of Financière Vermeer B.V. (Netherlands), Vice-Chairman of the Supervisory Board of Swiss Life Banque Privée SA (France)	Chair and Chief Executive Officer of VIEL et Compagnie-Finance SE (France), Chair and Chief Executive Officer of VIEL & CIE S.A. (France), Chair of the Management Board of Financière Vermeer B.V. (Netherlands), Vice-Chairman of the Supervisory Board of Swiss Life Banque Privée SA (France)
C. Baillet	Director of VIEL & Cie SA (France), Viel et Compagnie-Finance SE (France), Xerys (France, BELHYPERION (Belgium), Otito Properties (Luxembourg), GPI Invest (Luxembourg), Lithos (Luxembourg), QS Bic (Luxembourg), Colors Properties (Spain), Propiedades Millerty (Spain), Turboc Properties (Spain), Yellow Oceans (BVI), Longchamps (Nevis) et Financière Vermeer BV (Netherlands), Member of the Supervisory Board of Swisslife Banque Privée SA (France), Bourse Direct (France), Longchamps Investment (Switzerland), Berlynvest (Luxembourg), Balinda (Spain).	Director of VIEL & Cie SA (France), Viel et Compagnie-Finance SE (France), Xerys (France, BELHYPERION (Belgium), Otito Properties (Luxembourg), GPI Invest (Luxembourg), Lithos (Luxembourg), QS Bic (Luxembourg), Colors Properties (Spain), Propiedades Millerty (Spain), Turboc Properties (Spain), Yellow Oceans (BVI), Longchamps (Nevis) et Financière Vermeer BV (Netherlands), Member of the Supervisory Board of Swisslife Banque Privée SA (France), Bourse Direct (France), Longchamps Investment (Switzerland), Berlynvest (Luxembourg), Balinda (Spain).
A. Blanc-Brude	Chair of the Board of Directors of Apef Advisory Company SAM; Chair of Midas Wealth Management Luxembourg	Chair of the Board of Directors of Apef Advisory Company SAM; Chair of Midas Wealth Management Luxembourg
J.M Descarpentries	Director of VIEL & Cie (France).	Director of VIEL & Cie (France).
C. Goecking	Director of Carmeuse Trading & Services SA, wholly-owned subsidiary of the Belgian Carmeuse group	Director of Carmeuse Trading & Services SA, wholly-owned subsidiary of the Belgian Carmeuse group
C. Hémon*	Director of Euronext Clearing Milan, Member of the Advisory committee of Euroclear Bank.	-
M. Illy	Chair of the Board of Directors of The Medical Supply Company of Switzerland (MSCS) SA	Director of Innosuisse – Swiss Innovation Agency, Chair of the Board of Directors of The Medical Supply Company of Switzerland (MSCS) SA, member of the Board of Directors of biotech company Rocket AG.
R. Pennone	-	-
E. Solvet**	-	-

* was appointed at the AGM on 21 May 2024

** did not stand for re-election at the AGM on 21 May 2024

Executive Board members did not carry out any activities in comparable positions in other undertakings with commercial objects as of December 31, 2024 and 2023.