

2021 Gender Pay Gap Report

In last year's report, we stated that our long-standing commitment for fairness and opportunity is at the heart of how we attract, retain, and motivate our people. This focus, along with supporting our wider corporate values and culture, remains our priority.

We are fully committed to Diversity and Inclusion and are continually taking steps to move the dial of under representation of women in the workplace. However, like many other companies (and certainly within the financial sector), we have a gender pay gap driven by a greater proportion of men in senior, higher-paid positions, particularly in those roles based on revenue generation.

I am pleased to report that our efforts during the pandemic have meant that we have been able to accelerate progress in flexible working practices, supported by IT systems improvement, and this has increased our ability to offer a more flexible working environment, which will offer a broader talent base the opportunity for working and career development at EFG. Most recently, we have also taken action to make sure that gender has a more balanced representation at the very highest levels of the bank. I am also proud to communicate that we launched our Women's Network, which will create an effective platform within the bank to raise awareness and promote gender equality to and through all members of the organisation. These positive changes will stand EFG in good stead for the future, however we can and we will do more.

The statistics within this report are broadly unchanged since the previous reporting period, but EFG Private Bank will continue its focus on addressing female under-representation in the workplace.

I confirm that the information in this report is accurate.

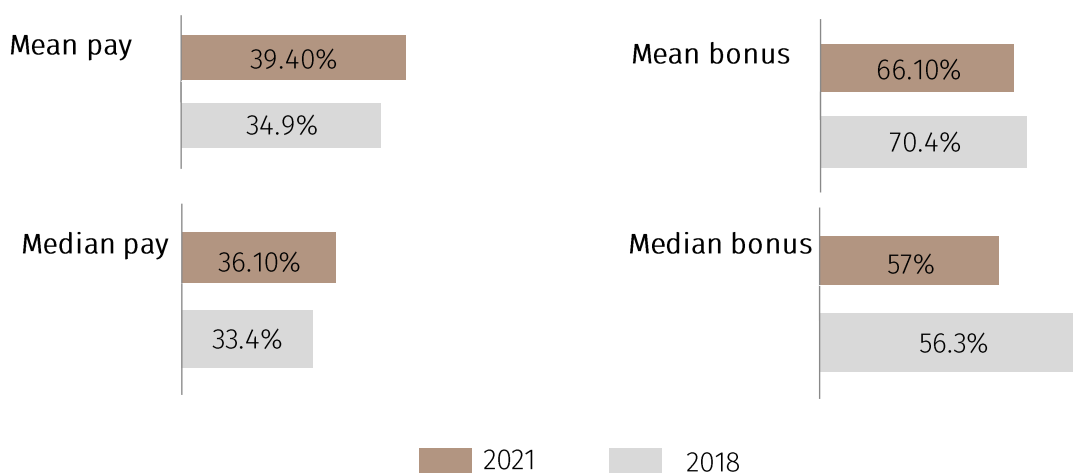
Richard Thomas
CEO

As EFG has more than 250 employees in the UK, we are publishing details of the gap in pay between men and women, defined as the difference in average earnings including bonus. Importantly, this is not the same as equal pay; gaps do not mean we are paying men and women differently for the same job or that there is unequal opportunity to earn a bonus.

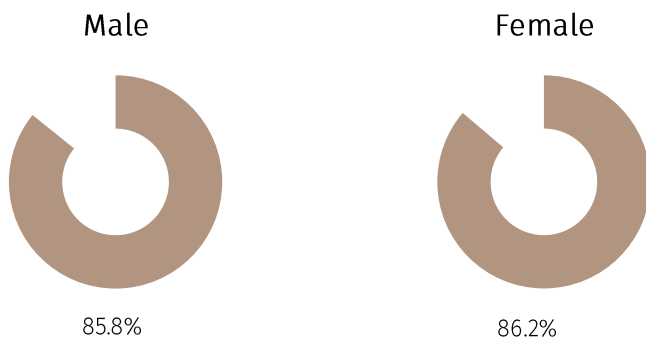
The charts below reflect our pay data from the September 2021 pay period (converted to an hourly rate) and our bonus data for the 12 months ending March 2021 for each of our employees in the UK. We have not adjusted these to reflect the impact of part-time working and temporary absence.

Mean and median pay and bonus gaps

The 'mean' is an average, i.e. the total of all hourly pay rates or bonuses divided by the total number of employees. The 'median' is the midpoint of the hourly pay rates or bonuses when they are listed in order.

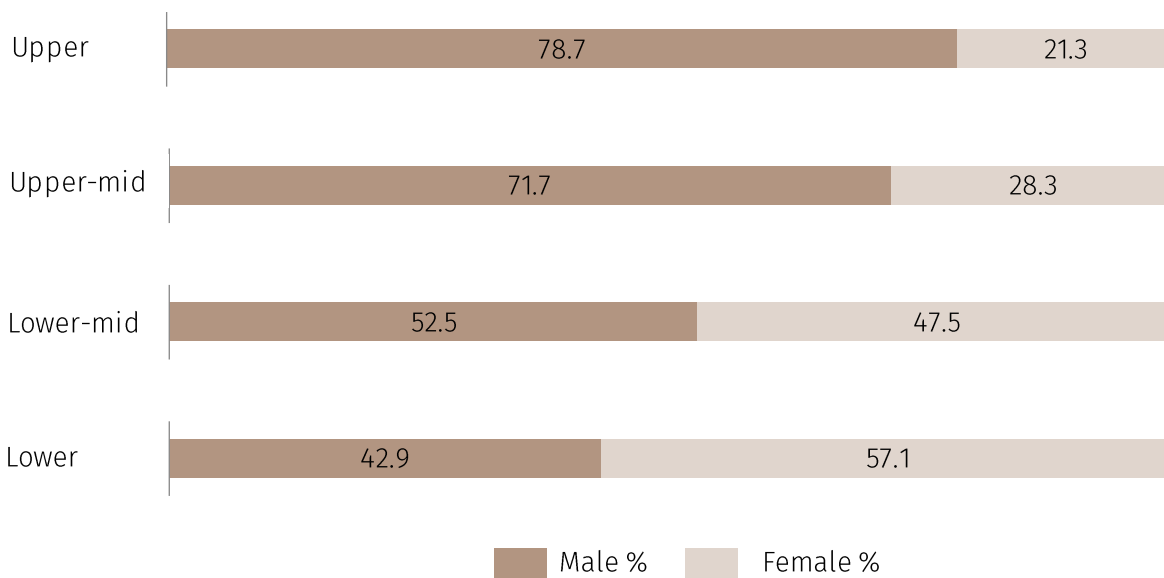


Proportion of male and female colleagues receiving a bonus payment



Proportion of male and female colleagues in each pay quartile

This shows the spread when our hourly pay rates are ordered highest to lowest then split into four equally-sized groupings.



Actions we are taking

Exploring the causes of imbalance (Continues)

We are strengthening how we monitor the impact of our policies and processes across the employment lifecycle. Understanding more about root causes will better inform our future steps.

To increase awareness of Diversity & Inclusion and counter stereotypes, attitudes and hidden bias that could potentially taint our perception, judgement or actions towards others, we have launched the Harvard's Project Implicit to all employees. It is a self-test that identifies implicit bias towards other people that might have a significant impact on our understanding, actions and decision-making.

Promoting opportunities

We have a backdrop of inclusive policies including on merit-based reward and support for professional study, family leave and work-life balance. We have also communicated our new Flexible Working policy where our people have the ability to work from home more often.

Supporting career development

Flexible Working (A work-from-home model) will give working mothers a more inclusive environment for promotion and stretch/development opportunities.

Our Women's Network (EFGWN) has been formed to assist our employees to connect and mentor one another, and to encourage knowledge-sharing. We are also going to focus on additional networks groups

Encouraging more females to join us

We strive to attract more women to join the bank. We are hopeful our commitment to Diversity and Inclusion will be our enabler. Unconscious bias training, recruiting in alternative and wider talent pools the recently launch of EFGWN are some of our initiatives