

Remuneration Policy

Introduction

This document outlines the current principles and procedures related to the integration of sustainability risks into the remuneration policy in compliance with Article 5 of the Sustainable Finance Disclosure Regulation (EU) 2019/2088. It applies to the entities in scope of the SFDR regulation, namely: EFG A.M. in its capacity as Investment Fund Manager for New Capital funds, EFG Bank (Luxembourg) S.A., EFG Bank von Ernst, and EFG Cyprus Limited (collectively referred to as "EFG" for the purposes of this document).

Remuneration Policy

EFG has a Groupwide Remuneration Policy that sets the framework for coherent and consistent compensation practices across the entire Group. Aim of the policy is to create a framework that fosters long-term value creation and does not leave room for un-sustainable practices, while promoting respect of our social and governance practices.

Our policy sets the standards to ensure that our employees act in a responsible manner, aligning stakeholders' and

business needs. Variable remuneration is aligned with long term objectives and is linked to company and individual performance. Performance is assessed through a comprehensive appraisal that emphasizes contribution, achievement of objectives, risk management, risk awareness, value-based behaviour and proper conduct according to the principles set by our Code of Conduct. Long term performance is taken into account by deferring part of variable compensation via our Employee Incentive Plan. Our remuneration process is well defined, simple and transparent. Any unethical behaviour or disrespect of internal and external regulations is taken into serious consideration.

Our remuneration policy does not create incentives for taking inappropriate risk or of violating applicable laws, regulations, and internal rules, nor does it create incentives that lead to any conflicts of interest. Our policy does not enable conflicts of interest among employees or in relation to clients. In cases of breach, the remuneration model allows for reduction or cancellation of prior year deferred remuneration. EFG promotes an equal compensation opportunity approach and strives to balance shareholders' expectations and employees' remuneration.