

# Responsible Investing

## Sustainable Remuneration Policy (art. 5 SFDR)

2021



**DISCIPLINED BY NATURE. FLEXIBLE BY DESIGN.**

The icons alongside represent our investment process. Through a disciplined provision of investment policy and security selection at the global level, regional portfolio management teams have the flexibility to construct portfolios to meet the specific requirements of our clients.

**HIGHLIGHTED IN THIS PUBLICATION:**

-  GLOBAL STRATEGIC ASSET ALLOCATION
-  GLOBAL SECURITY SELECTION
-  REGIONAL ASSET ALLOCATION
-  REGIONAL PORTFOLIO CONSTRUCTION

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## SUSTAINABLE REMUNERATION POLICY (ART. 5 SFDR)

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**The ESG considerations contained in this document can change without notice.**

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 behavior 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 behavior 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.

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