



Entrepreneurial thinking.
Private banking.

Sustainability Report

2025

Content

1	Introduction	3
	About EFG	4
	EFG at a glance	5
	Chair and CEO message	6
	EFG value creation model	8
	About this Report	9
	Materiality assessment	10
2	Governance and responsible business practices	11
	Governance	12
	Responsible business conduct	15
	Regulation, compliance and taxes	19
	Risk management and risk governance	22

2026 marks the tenth anniversary of EFG's partnership with Team Malizia and its skipper Boris Herrmann. As part of their mission "A Race We Must Win" they compete in some of the world's toughest sailing races and, at the same time, collect ocean climate data to support scientific research as well as raising public awareness about climate change and ocean conservation. Alongside its "Malizia – Seaexplorer" racing yacht, Team Malizia launched a dedicated research vessel "Malizia Explorer" in 2025 that will be used for expeditions to the Arctic and Antarctic. As an extension of its partnership with Team Malizia, EFG also supports The Malizia Mangrove Park in the Philippines.

3	Business strategy and approach to sustainability	26
	Business strategy and company performance	27
	Sustainability strategy	30
	Client centricity	35
	Quality of investment and advisory, and marketing and labelling	39
	Responsible investing	41
	Digitalisation and innovation	46
	Data protection, privacy and cyber security	48
4	Environment	51
	Climate change	52
	Climate governance	52
	Climate transition approach	53
	Climate-related impacts	55
	Climate-related risk management	60
	Climate metrics	64
	Scope 1, 2 and 3 greenhouse gas emissions	64
	Other environmental metrics	68
	Other nature-related aspects	68
5	Society and role as an employer	69
	Employer of choice	70
	Working conditions	76
	Diversity, inclusion and equal opportunity	79
	Our social commitments	84
	GRI content index	88

1 Introduction



About EFG	4
EFG at a glance	5
Chair and CEO message	6
EFG value creation model	8
About this Report	9
Materiality assessment	10

About EFG

GRI 2-1

EFG International AG is a global private banking group offering private banking and asset management services, headquartered in Zurich. Hereinafter, EFG International and its consolidated subsidiaries are collectively referred to as “EFG Group”, “EFG”, “we” or “our”. EFG International’s registered shares (EFGN) are listed on SIX Swiss Exchange.

EFG has a presence in major financial centres and growth markets. It has strong roots in Switzerland, with Zurich, Geneva and Lugano serving as hubs for clients as well as for management and operations.

EFG serves clients in over 40 locations worldwide, with a network spanning Europe, Asia Pacific, the Americas and the Middle East.

An entrepreneurial spirit shapes EFG, enabling us to provide comprehensive advice, develop hands-on solutions and build long-term client relationships.

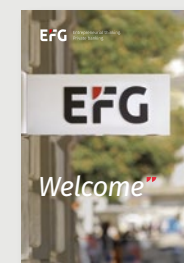
For further information, please refer to the Annual Report 2025 of EFG International.

The margin notes in this Report contain references to the applicable regulatory requirements and GRI Standards.

Welcome to EFG



Download the Welcome brochure [here](#).

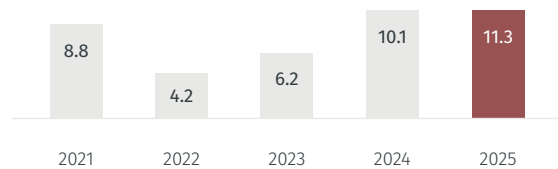


EFG at a glance

GRI 201-1

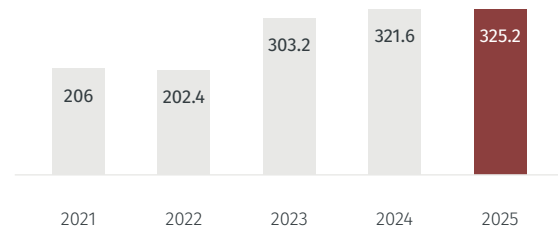
Net new assets

in CHF billion



IFRS net profit

in CHF million



Purpose

“Our north star”

Empowering entrepreneurial minds to create value – today and for the future.

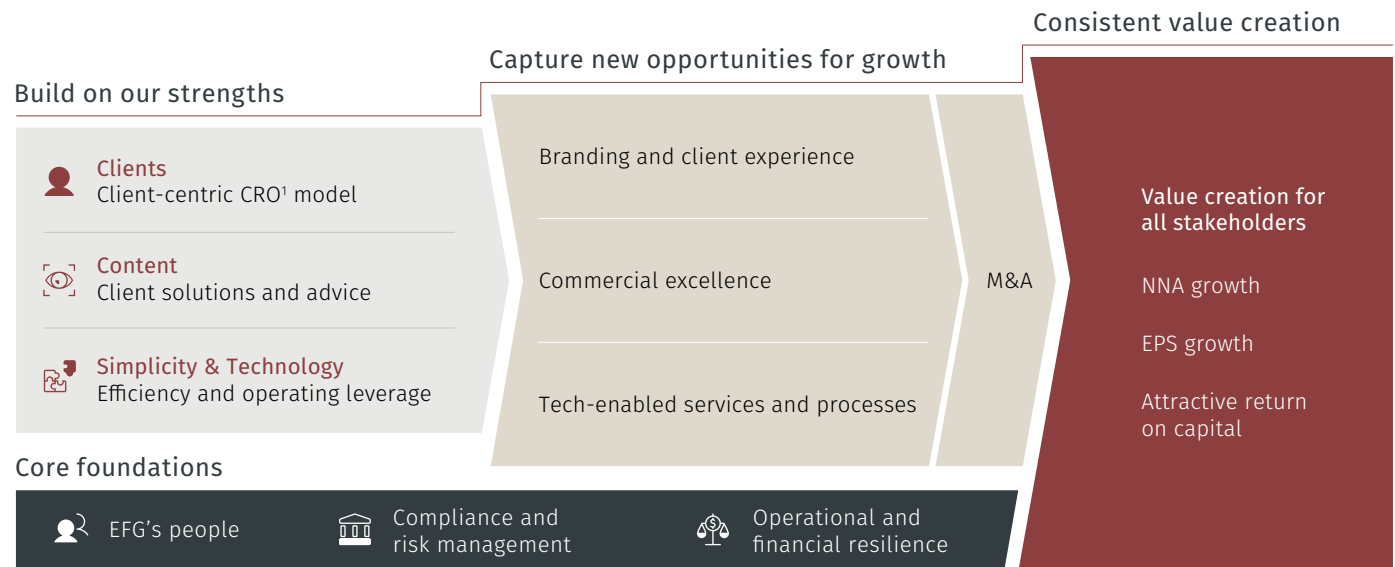


Vision

“What we aspire to be”

The private bank of choice for generations of clients, delivering truly personalised service and impartial advice.

2028 ambition: Consistent performance and the power of compounding

¹ Client Relationship Officer (CRO)



Alexander Classen, Chair of the Board (left)
Giorgio Pradelli, Chief Executive Officer



As we embark on our next strategic cycle, our vision is to be the private bank of choice for generations of clients.

Chair and CEO message

GRI 2-22

Dear shareholders, clients, colleagues and other stakeholders,

In 2025, our industry was once again faced with a volatile operating environment, shaped by geopolitical tensions and considerable market uncertainty. Against this backdrop, we continued to focus on the disciplined execution of our strategy of generating sustainable and profitable growth while prudently managing risks and striving to create long-term value for our clients and shareholders.

As we embark on our next strategic cycle, our vision is to be the private bank of choice for generations of clients. Building on our strengths, we will continue to forge lasting relationships with entrepreneurs and wealthy families who are increasingly operating as global citizens and are looking for a private bank that provides impartial advice and truly personalised service.

To ensure our long-term success, we need to seize the opportunities created by some of the underlying trends we are witnessing around the globe. In particular, the forthcoming Great Wealth Transfer is expected to see over USD 22 trillion of assets transferred to Generation X and Millennials by 2034. As partners, we need to understand the Next Generation's needs, priorities and values, including its stance towards purpose-driven investment strategies and its interest in sustainable finance solutions. We have taken steps to address this shift by establishing our Next-Gen Client Approach – a holistic strategy that is designed to attract and better serve this key group of clients and prospects.

With our newly launched EFG Next-gen CRO Programme, we aim to develop younger, digitally fluent talent to complement our more experienced advisors.

To ensure that we can continue to attract and retain top talent who fit well with EFG's culture and values, we remain focused on providing attractive and inclusive employment conditions – including an extensive range of training and development opportunities through the EFG Academy. Reflecting our efforts to provide an exceptional workplace, EFG Asia was named “Employer of the Year” at the 2025 Asian Private Banker Awards for Distinction, while in Switzerland, we earned “Great Place to Work” certification.

Alongside our commitment to our clients and our people, we recognise that EFG has a responsibility to support the transition to a low-carbon economy by aligning our business and operations with the goals of the Paris Agreement. In 2025, we made further progress in the execution of our transition approach. For example, we began sourcing renewable electricity in Switzerland and Liechtenstein and purchased energy attribute certificates for the US, the UK and Hong Kong. We also took initial steps to reduce our carbon footprint from business travel. In this Sustainability Report, we provide insights into these and other measures to support environmental protection and climate action and help ensure our business remains resilient.

As an integral part of society, we want to serve the interests of the communities in which we live and work. Through 2025, we continued to support humanitarian or charitable organisations such as the International Committee of the Red Cross or Right to Play to help address social challenges and generate positive impact. We also pursued our collaboration with selected partners

in the fields of sport, art and culture who share our values and commitment to excellence – from Team Malizia to the EFG Young Athletes Foundation and from the Peggy Guggenheim Collection to the King's Trust.

Overall, our strategy as a globally active private bank is aimed at creating long-term value for all our stakeholders. This is also reflected in our Purpose “Empowering entrepreneurial minds to create value – today and for the future”.

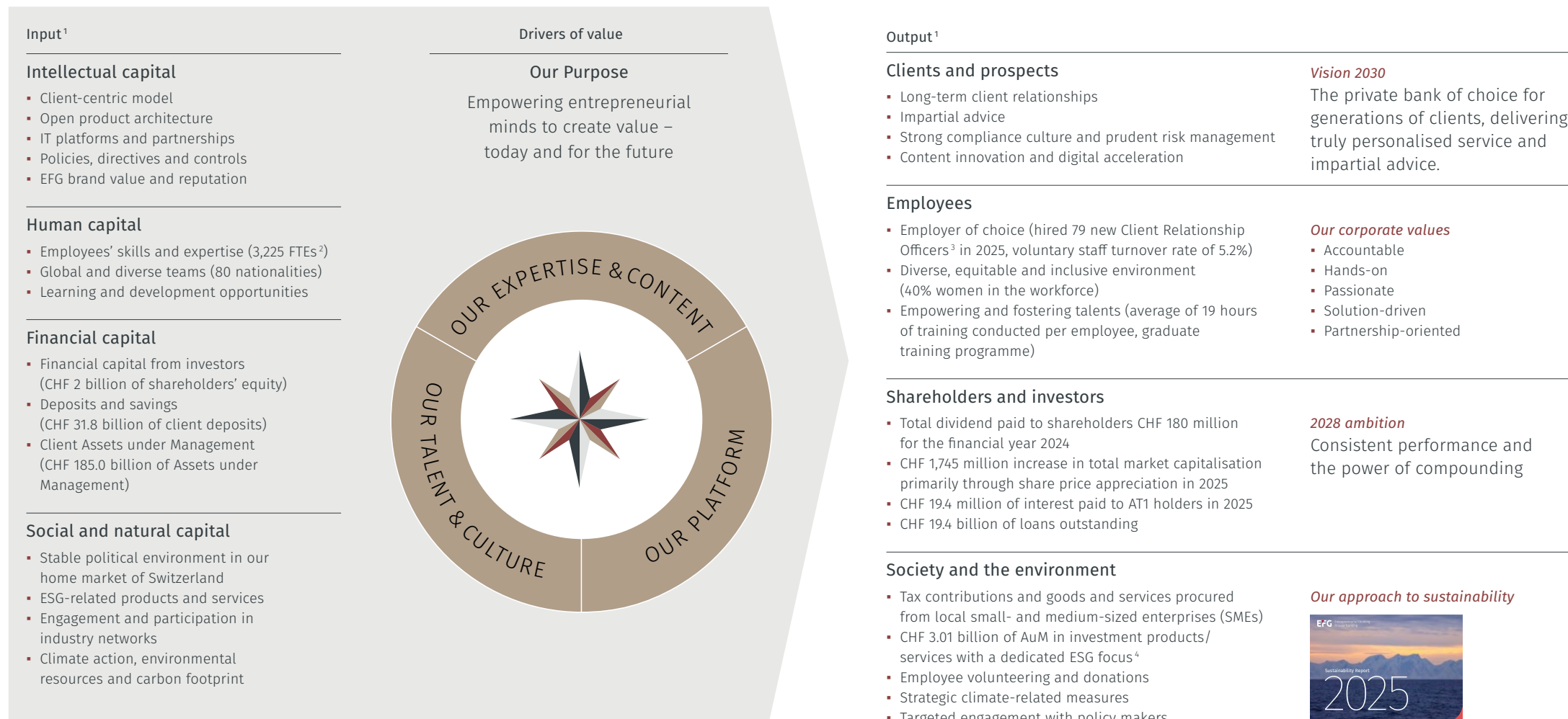
The wide-ranging activities and commitments that we present in this publication reflect our belief that a sustainable approach to business is fundamentally about choosing the right path to balance economic, environmental and social interests. We aim to provide transparency about EFG's progress and performance against our sustainability strategy in this Report, which is prepared in accordance with Art. 964a-c of the Swiss Code of Obligations, the Swiss Ordinance on Climate Disclosures, TCFD Recommendations as well as GRI Standards. We welcome your feedback on any of the topics discussed here.

Alexander Classen
Chair of the Board

Giorgio Pradelli
Chief Executive Officer

EFG value creation model GRI 2-6

This model is based on the IFRS Foundation’s blueprint and shows how we generate sustained value through our business activities and interaction with our stakeholders, covering both financial and non-financial aspects.



¹ All figures are as of end-2025 unless otherwise stated.

² Total full-time equivalents (FTEs) shown here are based on the disclosure in the Annual Report 2025 of EFG International. For the Sustainability Report 2025, a different scope applies (see page 9).

³ Includes 28 Client Relationship Officer (CRO) hires approved and entering in 2026 and 67 CROs who were onboarded as part of the acquisition of Cité Gestion and of ISG.

⁴ This compares with a total of CHF 27.8 billion of Assets under Management (AuM) invested in our New Capital business line of products as well as our discretionary managed assets (excludes Cité Gestion).

About this Report

GRI 2-2

Entities included in EFG's sustainability reporting

The Sustainability Report 2025 (the "Report") comprises the non-financial disclosures of EFG International and its consolidated subsidiaries in accordance with Art. 964a-c of the Swiss Code of Obligations (CO), the Swiss Ordinance on Climate Disclosures and the disclosure recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Further, the content of this Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards.

Unless otherwise stated, the information in this Report pertains to all legal entities of EFG International. Further, references to governing bodies relate to those of EFG International unless specified otherwise. References to the Annual Report 2025 refer to the Annual Report 2025 of EFG International available at: ar.efginternational.com. The scope of reporting on the sustainability indicators is the same as for the consolidated financial statements in the Annual Report 2025 of EFG International, with the exception of Shaw and Partners Limited and its consolidated legal entities, as well as Cité Gestion and its consolidated legal entities, for which data is not included unless stated otherwise.

GRI 2-3

Reporting period, frequency and contact point

The reporting period for this Sustainability Report is 01 January 2025 to 31 December 2025, which is aligned with the financial reporting period of EFG International. The Sustainability Report is published annually.

For questions about the Report and/or information disclosed therein, please contact Corporate Communications at: mediarelations@efginternational.com or phone +41 44 226 12 72.

GRI 2-5

External assurance

The Board of Directors engaged its financial auditor, PricewaterhouseCoopers AG (PwC), to perform independent limited assurance on selected indicators in this Report.

PwC conducted the procedures in accordance with International Standards on Assurance Engagements (ISAE) 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial

Information" and ISAE 3410 "Assurance Engagements on Greenhouse Gas Statements".

The assurance report, which lists the indicators selected, can be found on pages 92 – 93.

The Sustainability Report 2025, including performance indicators, was approved by the Board of Directors of EFG International for publication on 16 February 2026.

Art. 964c Para. 1 CO

Limitations and dependencies

This Report provides information about EFG's sustainability strategy, objectives and performance. Our operations across various countries may be exposed to risks that could also adversely affect our sustainability-related activities and outcomes. Such risks are described in the Annual Report 2025 of EFG International.

The execution of our sustainability strategy depends on factors both within and beyond our control or influence, such as government policies; data quality, availability and standardisation; and the availability and evolution of market standards and regulatory requirements.

Disclosures in this Report are inherently limited by: Emerging science; evolving regulatory requirements and market practices; the reliance on estimates and management judgment in the absence of established methodologies; evolving regulatory disclosure requirements and expectations; and the reliance on third-party information and other data that may be immature in some instances.

In this context, we continuously strive to expand and enhance our ESG disclosures and recognise that future comparability in the market will enhance the readers' understanding of our efforts and progress. We continuously review and enhance our data, frameworks and methodologies to align them with evolving regulatory and market standards.

This Report summarises EFG's progress in 2025 in the implementation of its sustainability strategy, acknowledging the impact of the factors

mentioned above. This information reflects our current approach to sustainability and reporting methods and may be subject to change without notice as we enhance our data and methodologies. Disclosures may be updated or restated in the future as improvements are made.

Materiality assessment

GRI 3-1

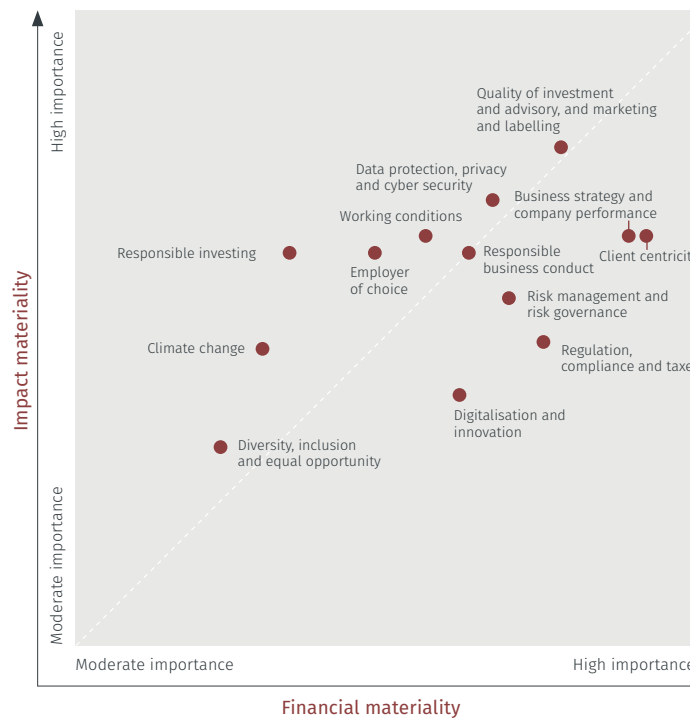
Process to determine material topics

EFG conducts a comprehensive materiality assessment every two years. In 2024, we identified 13 sustainability matters (material topics) for EFG that closely mirrored the material topics in our Sustainability Report 2023. More information about this process and the stakeholders involved can be found in our Sustainability Report 2024.

In 2025, the relevance of the 13 material topics reported in the Sustainability Report 2024 was reaffirmed in consultation with the internal stakeholders involved in the prior year's assessment. The inclusion of those 13 material topics in the Sustainability Report 2025 was confirmed by the Executive Committee, the Audit Committee and the Board of Directors. No new topics were identified.

List of material topics

The reporting on material topics (see chapters 2 to 5 of this Report) is performed in adherence to GRI Disclosure 3-3, which requires EFG to explain how it manages each of its material topics and, where possible, to follow the GRI topic standards, which contain guidance on disclosures about specific actions or methods to manage a topic.



GRI 3-2

Art. 946b Para. 1 CO

2 Governance and responsible business practices

Governance	12
Responsible business conduct	15
Regulation, compliance and taxes	19
Risk management and risk governance	22

Governance

GRI 2-9

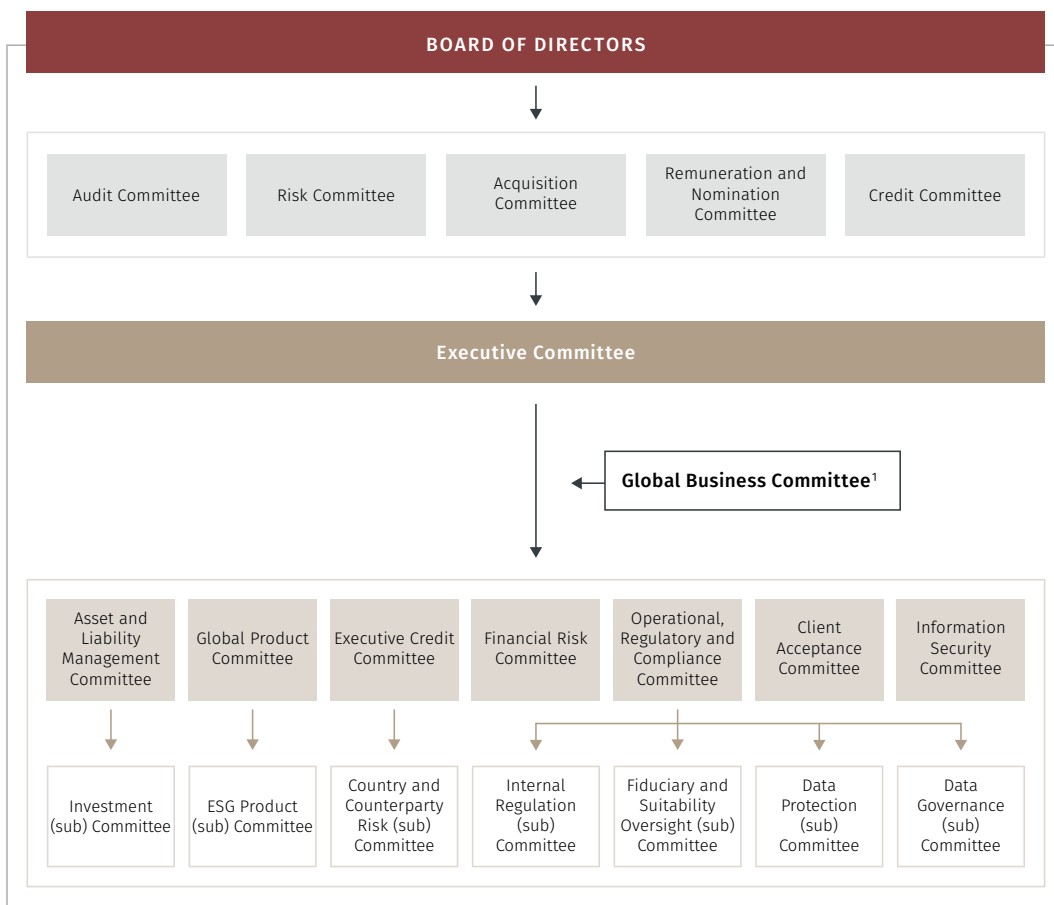
Governance structure and composition

The Board of Directors has ultimate responsibility for the supervision of the management of EFG International. The Board of Directors sets EFG's strategic direction and monitors its implementation. As the highest governing body, it has oversight of EFG's business activities and their impacts on the economy, society and the environment, as well as external risks and opportunities for EFG. The Board of Directors has five delegated committees that support it in fulfilling its duties. Three of

these committees have responsibilities pertaining to ESG matters: The Audit Committee has oversight of the control framework underpinning EFG Group's ESG disclosures and metrics as well as oversight of the annual Sustainability Report. The Risk Committee supervises the embedding of ESG factors into the risk management process, and the Remuneration & Nomination Committee is responsible for ESG-related compensation topics and for ensuring they are duly reflected in the related policies.

Further information can be found in the Annual Report 2025 from page 33.

EFG International governing bodies



¹ Advisory role to the Executive Committee

At the end of 2025, the Board of Directors comprised twelve members, all of whom are non-executive directors. The major shareholders of EFG International have representatives who serve on the Board as non-independent members. According to the [Organisational and Management Regulations](#) of EFG International, one-third of the members of the Board of Directors shall be independent. At the end of 2025, seven out of twelve members were independent. The biographies of the members of the Board of Directors, as well as a list of their external mandates, can be found in the Annual Report 2025 on pages 47–54.

In the case of the Audit Committee and the Risk Committee, the majority of members (including the Chair) are independent, in line with applicable banking regulations and the Organisational and Management Regulations.

Nomination and selection of Board members

The Board of Directors regularly reviews its size and composition to ensure that collectively, it has the necessary skills and experience to address current and emerging issues relevant to EFG Group's strategic direction and business activities, as well as its operating environment and the regulatory landscape. In doing so, it considers regulations and best practice, as well as the specific needs and best interests of EFG, its shareholders and other stakeholders. During these reviews, it also determines whether additional skills or training are needed to complement its existing competencies. The diversity of the Board of Directors is assessed across gender, age, background and professional

GRI 2-10



experience, among other factors. Independence is also an important criterion to ensure compliance with applicable laws and regulations and good corporate governance.

Further information can be found in the Annual Report 2025 from page 41.

GRI 2-11

Chair of the Board

The Chair of the Board of Directors is an independent member of the Board and has been in office since November 2022.

GRI 2-12

Role of the Board in overseeing the management of impacts

We are committed to continuously driving the successful execution of EFG’s sustainability strategy across our business functions and regions. Our sustainability strategy was approved by the Board of Directors in 2022. The Executive Committee, the Audit Committee and the Board of Directors confirmed the material topics for the financial year 2025.

The Board of Directors is regularly informed by the Executive Committee about key topics such as EFG's financial performance, its interactions with clients and the progress of strategic initiatives, including in sustainability, compliance and risk management topics, as well as employee matters.

In 2025, as part of the annual review process, the Executive Committee, the Risk Committee and the Board of Directors approved the annual updates to EFG Group’s risk management and risk appetite frameworks, including ESG-related elements.

Delegation of responsibility for managing impacts

GRI 2-13

The implementation of our sustainability strategy and the management and monitoring of ESG-related risks are overseen by the governing bodies of EFG International, in line with their statutory competences and responsibilities. Regular progress updates are provided to the Board of Directors and its delegated committees by senior management, as appropriate.

Sustainability governance is supported by the EFG Sustainability Advisory Board (ESAB), which is co-chaired by the Chair of the Board of Directors and the CEO of EFG International. The ESAB comprises the members of the Executive Committee, as well as one further member of the Board of Directors and an external specialist. The ESAB provides strategic advice to EFG’s governing bodies on sustainability initiatives, targets, frameworks and strategies. It meets at least twice a year. The Sustainability Steering Committee (SSTC), chaired by the CEO of EFG International, supports EFG’s management in strategic sustainability initiatives and climate measures, in monitoring progress against ESG targets and KPIs, and in non-financial reporting. The SSTC includes the members of the Executive Committee, the Head of Corporate Sustainability as well as senior executives and experts from relevant business areas. The SSTC meets at least every two months and escalates sustainability matters to the competent function heads or governing bodies.

EFG’s offering of ESG-related products and services falls within the remit of Investment Solutions and of the Global Product Committee, a delegated committee of the Executive Committee, and specifically its dedicated ESG Product Committee (see page 42).

We continuously review our sustainability governance structure and processes to ensure that we are effectively driving forward our sustainability strategy throughout EFG.

For further information, see the “Climate-related risk management” section on pages 60–63.

GRI 2-14

Role of the Board in sustainability reporting

In line with the requirements of the Swiss Code of Obligations (Art. 964c), the Board of Directors approved the Sustainability Report 2025, including the material topics, and acknowledged the outcome of the review with regard to Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

The Sustainability Report is published online and will remain available to the public for at least ten years.

GRI 2-15

Conflicts of interest

EFG employees have a personal responsibility to promote a rigorous compliance culture by demonstrating the highest level of professional integrity at all times (see page 16), as also stated in the Code of Ethics defined by the Board of Directors. This includes preventing conflicts of interest by prohibiting unacceptable forms of private interests and being alert to circumstances in which such conflicts may arise.

Conflicts of interest are governed by EFG Group's Business Code of Conduct, which was approved by the Board of Directors, and by the General Directive on Conflicts of Interest, both of which are regularly updated. The General Directive on Conflicts of Interest states that each division or unit within EFG is required to have clear and transparent rules in place to promptly document and escalate any potential or actual conflicts of interest, depending on the significance of the matter and applicable internal or external regulations.

Actual or potential conflicts of interest are escalated to the local executive committee or local board of directors, as applicable. All actual or potential conflicts of interest must be disclosed and are subject to appropriate mitigation measures. All employees are required to complete conflict of interest training on a biennial basis.

Rules governing the escalation and handling of potential conflicts of interest in relation to the members of the Board of Directors are set out in the Organisational and Management Regulations (section 7.2) available on EFG International's website.

No member of the Board of Directors held a management position within EFG International in the last three years, and no Board member (either in an individual capacity or as the representative of a third party) has a significant business connection with EFG International or any of its subsidiaries.

Communication of critical concerns to the Board

In accordance with internal policy, and in light of applicable regulatory requirements regarding the corporate governance of banks, EFG has appropriate governance measures in place to ensure that critical matters are escalated to the responsible governing bodies, including the Board of Directors and/or its delegated committees.

Collective knowledge of the Board

Selected members of the Board of Directors, most notably those representing the Board on the ESAB (see page 13), have specific ESG knowledge.

The Board of Directors completes an annual training programme to strengthen its knowledge of key topics and help it stay abreast of emerging trends, evolving regulations and best practice. In 2025, the Board of Directors received training on the following strategic and governance topics: Internal controls, geopolitical trends, cloud strategy and anti-money laundering (annual update). All training was provided by external experts. In addition, the members of the Risk Committee attended thematic sessions on cyber security and operational resilience provided by internal experts.

Evaluation of the performance of the Board

The Board of Directors and its delegated committees perform annual self-evaluations with the aim of enhancing their governance processes and improving their overall performance. These cover aspects of the Board of Directors' areas of focus, its effectiveness and composition (e.g. skills and diversity) as well as its culture and interaction with management. The outcomes of the evaluation are translated into an action plan and its implementation is monitored by the Board of Directors.

GRI 2-16

GRI 2-17

GRI 2-18

GRI 2-19

Remuneration policies of the Board and the Executive Committee

EFG's approach to compensation is governed by the Swiss Code of Obligations, the Articles of Association and the Organisational and Management Regulations of EFG International. EFG deploys a total remuneration approach that includes fixed and variable remuneration components, as well as statutory and non-statutory benefits. For further information, see the Compensation Report in the Annual Report 2025.

GRI 2-20

Process to determine remuneration

The Board of Directors is responsible for defining the remuneration principles to support the delivery of the corporate strategy and its long-term objectives. In fulfilling its governance responsibilities, the Board of Directors is assisted by the Remuneration and Nomination Committee, whose members are elected by shareholders. The compensation of the Board of Directors and the Executive Committee is subject to shareholders' approval at the Annual General Meeting. For further information, see the Compensation Report in the Annual Report 2025.

Responsible business conduct

Importance of material topic and impacts

EFG considers responsible and compliant business conduct to be essential to achieve sustainable and profitable growth and to create value for all our stakeholders. We expect our employees to consistently demonstrate the highest levels of professionalism, integrity and personal accountability, as set out in our Code of Conduct and Code of Ethics. In this way, we can safeguard the interests of clients, protect EFG from financial losses or damage, and help to preserve financial market integrity.

From an economic perspective, we believe that responsible business conduct can increase investor confidence, support market stability and foster economic growth and prosperity. Similarly, in terms of social impact, we believe that responsible business conduct helps to safeguard our reputation, thus maintaining the trust of clients, employees and other stakeholders, and to protect human rights.

How we manage the topic "Responsible business conduct": Strategy, policies and governance**Combatting market abuse**

EFG is committed to preventing, detecting and reporting market-abusive practices that may arise from client or employee trading activities. Our Group-wide policy and control framework enable us to detect, prevent and report market abuse, such as insider dealing and the unlawful disclosure of inside information or market manipulation. Our General Directive on Market Abuse defines the roles and responsibilities of all employees in this respect.

Further, we maintain oversight and control of employee personal account dealing to ensure adherence to the rules set out in our Business Code of Conduct. We provide role-based training for employees to foster a clear understanding of market abuse risk and of their role in combatting it, and we invest in our system infrastructure to support them in their duties.

GRI 3-3 a & b
Art. 964b Para. 2 No. 1 CO

GRI 3-3 c
Art. 964b Para. 2 No. 2 CO

GRI 2-23

Policy commitments

To achieve long-term success, we must uphold the highest standards of ethical conduct in every aspect of our work. We expect all employees globally to act with professionalism, diligence and integrity at all times to safeguard EFG's reputation.

Our Business Code of Conduct is incorporated into the contractual agreements of all employees and members of the Board of Directors. It defines the professional standards they must uphold to ensure compliance with applicable laws, regulations and internal rules. It prohibits the misuse of inside information, fraudulent trading, market abuse and all other forms of inappropriate conduct. The principles outlined in the Business Code of Conduct are defined in more detail in general directives, policies and guidelines. An assessment of employee adherence to the Business Code of Conduct is performed annually by Compliance and submitted to the Executive Committee and Risk Committee. Any violation of the Business Code of Conduct may result in

disciplinary measures and, in severe cases of misconduct, could lead to the termination of employment.

In addition, all employees are required to adhere to our Code of Ethics, which is overseen by the Board of Directors and the Executive Committee. The [Code of Ethics](#) establishes a moral and ethical framework for employee behaviour that is closely aligned with EFG's corporate values. It covers areas such as combating financial crime and preventing conflicts of interest and is further implemented through directives, policies and procedures. Employees' professional conduct is also evaluated as part of our annual employee appraisal process to ensure that it is aligned with our corporate values and our Code of Ethics.



Embedding policy commitments

EFG's Purpose articulates our strengths as a globally active private banking group and what EFG stands for. It builds on our existing Vision and Mission and our entrepreneurial DNA, as well as our five core values that foster a common understanding of EFG's culture and brand (see chart). They form an integral part of our human resources processes, including performance appraisals and compensation decisions that consider employee conduct and values. We also expect employees to take ownership by assuming responsibility for their actions and decisions and living up to EFG's standards.

GRI 2-24

EFG embeds its policy commitments through several measures. These include communicating the importance and purpose of our Code of Ethics and Human Rights Statement to ensure that everyone at EFG understands their individual and collective responsibility to implement and adhere to them. These measures also include the commitment of EFG's senior management to upholding our Code of Ethics and Human Rights Statement, which form an integral part of our policies, processes and decision-making, demonstrating the importance of operational integration. Our onboarding process for third parties addresses human rights topics such as child labour, forced labour (modern slavery) and human trafficking. Contracts with third parties include specific requirements relating to human and labour rights; non-compliance with such requirements may result in the termination of the contract.

Our strategic positioning

Purpose "Our north star"	 Empowering entrepreneurial minds to create value – today and for the future.
Vision "what we aspire to"	The private bank of choice for generations of clients, delivering truly personalised service and impartial advice.
Mission "What we do"	As a leading Swiss private bank, we partner with private and institutional clients around the globe to support them in realising their ambitions. We create sustainable value through our global network of talent, led by trusted Client Relationship Officers and augmented by technology.
Values "How we do it"	 Accountable, Hands-on, Passionate, Solution-driven, Partnership-oriented

Art. 964j-I CO, DDTro

Conflict minerals and metals, and child labour

EFG performs an annual review to assess whether it is subject to additional reporting requirements under the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). In 2025, the review confirmed that EFG is exempt from the due diligence and reporting requirements under the DDTrO for the reporting year.

accordance with the relevant local legal and/or regulatory requirements.

For clients, we have established a complaints and litigations framework through which they or their legal representatives can notify EFG International of any grievances and seek appropriate remediation measures. More information on our client complaint management process can be found on page 38.

GRI 2-25

Process to remediate negative impacts

We are committed to responsible and compliant business conduct at all times, thus safeguarding our reputation among our stakeholders, including clients, employees, investors, shareholders, suppliers and vendors, as well as regulators. We strive to ensure that any grievances from any stakeholder group are handled promptly, fairly and in

Our employees can communicate their views or concerns (including any grievances) via various channels. They include the whistleblowing mechanism, senior manager feedback processes and the Global Employee Survey (see page 74). EFG's Human Resources function, which is present in each of our locations, seeks to ensure that employee input is promptly addressed.

Human rights

GRI 2-23

EFG recognises its responsibility to help protect human rights within its sphere of influence. EFG's Human Rights Statement is based on the International Bill of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. The Statement describes EFG's commitments to our employees and clients, as well as to workers in our supply chains and communities potentially impacted by our operations.

Measures to promote respect for human rights in EFG's relationship with employees are aligned with our Code of Ethics and corporate values. These measures include our commitment to fostering a respectful working environment, equal opportunities regarding work and promotion as well as our employees' health and safety.

We aim to ensure that EFG does not make use of or benefit from child labour or forced labour in any way. We are also committed to complying with applicable labour laws and regulations, to protecting the right to privacy and ensuring the responsible use of data, and to upholding health and safety standards for anyone at our premises.

In addition, our human rights commitments require third parties that provide goods or services to EFG to adhere to minimum standards governing aspects such as the avoidance of child labour, the free choice of employment, freedom of association, working hours, wages and benefits, health and safety, and diversity, equity and inclusion. To ensure this, EFG applies enhanced due diligence processes for contractors and suppliers and has integrated a standard clause on ethics and business conduct into their contractual agreements.

In the provision of financial services, EFG aims to offer solutions that benefit our clients by having a positive impact on the environment and society and we seek to avoid any negative impacts in this area through products, services or client relationships. Finally, our commitment to human rights and broader sustainable development extends to upholding high standards of business conduct, managing our environmental footprint and supporting organisations that promote human rights-related goals.

Additional information on EFG's commitment to respect human rights can be found in our [Human Rights Statement](#).



Human Rights

EFG's commitment to offering a safe and supportive working environment and to promoting employee wellbeing and development is part of our Human Rights Statement (see page 17) as well as our general directives on topics such as psychological and physical harassment as well as diversity, equity and inclusion or health, safety and wellbeing.

GRI 2-26

Mechanisms for seeking advice and raising concerns

EFG encourages employees to report any incident or irregularity they encounter at work without fear of reprisals, thus helping us to take appropriate corrective actions.

The General Directive on Whistleblowing sets out a framework and process for all EFG employees to follow if they become aware of any misconduct or wrongdoing, notably in the areas of fraud, criminal misconduct, breaches of applicable laws and/or external regulations, breaches of internal directives, money laundering, breaches of employment practices, workplace safety failures, discrimination or harassment. This General Directive may be complemented by local specifications governing the whistleblowing process for certain EFG Group entities where required under local laws and regulations.

EFG has robust procedures to ensure that critical issues or concerns are promptly escalated to the appropriate governing bodies. Any notifications of breaches are submitted through a dedicated reporting point and follow a process defined by each local entity. In Switzerland, for example, a secure IT system allows employees to report concerns anonymously from any computer at any time, whether they are within or outside EFG's offices. The IT system includes a secured post box feature, enabling employees and the specialists reviewing the alleged breaches to communicate on an anonymous basis and to answer questions and share information on the status of the report.

Notifications can be submitted either anonymously or with full details of the whistleblower's identity, depending on their preference. The General Directive on Whistleblowing does not specify any particular language in which notifications have to be made. For each notification received, the local entity appoints an expert with the necessary experience to handle the investigation and informs the appropriate governing body of each local entity overseeing the whistleblowing process so that it can take

appropriate action. To ensure confidentiality, all information and investigative processes are managed in a manner designed to ensure the protection of both the reporting individual and any individuals suspected of breaches or violations. Regardless of the outcome of an investigation, the reporting individual is protected against sanctions and retaliation. Disciplinary measures are taken against individuals found to be responsible for breaches.

Information on the whistleblowing or grievance process for third parties, such as suppliers and clients, can be found on page 17.

Progress in 2025

We continue to review and, where necessary, amend our directives, policies and procedures at least biennially, including those mentioned in our Code of Conduct. In 2025, for example, we updated our General Directives on "Economic Sanctions and Embargoes", "Know Your Client and Anti-Money Laundering", "Tax Transparency" and "Prevention and Detection of Market Abuse" to ensure compliance with the latest regulatory developments.

Monitoring and measuring effectiveness

A consolidated report containing details of all breach notifications submitted through the whistleblowing channels of EFG Group entities, as well as subsequent mitigation actions, is provided to the Executive Committee and the Audit Committee on a semi-annual basis. In 2025, five cases were reported through these channels and were reviewed with no further action being required.

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

GRI 3-3 e & f

Art. 964b Para. 2 No. 3 and 5 CO

Regulation, compliance and taxes

GRI 3-3 a & b

Art. 964b Para. 2 No. 1 CO

Importance of material topic and impacts

As a globally active private banking group, EFG strives to adhere to the applicable laws, rules and regulations in all the markets in which we operate. Given the size, structure, nature and complexity of our business and our product and service offering, we are inherently exposed to certain compliance risks. We define compliance risk as the risk of legal or regulatory sanctions, material financial loss or the reputational harm that EFG may suffer as a result of failing to comply with laws, regulations, rules, internal standards related to self-regulation, generally accepted practices and codes of conduct related to our banking activities.

Compliance risk also arises in situations where the laws or rules governing certain bank products or the activities of our clients are evolving and expectations from regulators are increasing. This risk exposes EFG to potential fines, civil money penalties, payments of damages, or other risks under civil law. Further, it could, for example, lead to reputational harm or regulatory sanctions imposed by supervisory authorities. We therefore consider effective compliance risk management as an essential foundation of our business and long-term success.

GRI 3-3 c

Art. 964b Para. 2 No. 2 CO

How we manage the topic “regulation, compliance and taxes”: Strategy, policies and governance

Our compliance risk management framework is designed with the aim of ensuring that we meet all applicable legal and regulatory obligations and to protect us from potential financial loss, regulatory censure or reputational damage. This framework is based on two main pillars: The definition and implementation of a robust compliance culture within EFG, and the regulatory framework that applies to EFG. In line with this framework, we adopt appropriate policies and procedures and we establish and maintain an internal control system that meets the requirements of the current and evolving regulatory landscape across all the markets in which we operate.

Finally, effective compliance risk management is dependent on the existence of an independent Compliance function. We continuously invest in strengthening our human resources and technical infrastructure to support our global compliance efforts.

At EFG, compliance risk is split into two main risk sub-categories:

- **Financial crime risk:** This pertains to the areas of anti-money laundering (AML), know your client (KYC) and know your transaction (KYT) and considers the global nature of financial crime and the importance of ensuring a consistently high level of awareness of the topic among all employees. It also covers risks related to anti-bribery and corruption topics, sanctions, counter-terrorist financing rules and regulations, as well as tax transparency, and it includes the risk of failing to promptly identify and implement regulatory developments concerning financial crime risk management.
- **Conduct and regulatory compliance risk:** This is the risk that EFG could fail to abide by the letter and spirit of all laws, regulations, regulatory expectations and standards of conduct that apply to its activities and, as a consequence, could incur regulatory censure and sanctions, suffer reputational damage or face litigation risk. Conduct and regulatory compliance risk arises from: i) Breaching our duties towards our clients; ii) failing to detect, monitor or prevent market abuse, and failing to observe appropriate market conduct requirements; iii) failing to properly manage cross-border risk and comply with rules applicable to cross-border activities; iv) failing to perform appropriate oversight of independent asset managers and business introducers; v) failing to appropriately identify and properly manage conflicts of interests; and vi) failing to promptly identify and implement relevant regulatory developments concerning conduct and regulatory compliance risk management.

We also expect all our employees to consistently demonstrate the highest level of professionalism, integrity and personal accountability. They are therefore required to have an appropriate understanding of compliance risks and to be familiar with the latest regulatory developments that apply to EFG both at a local and a global level. All employees are required to complete mandatory training courses on topics such as financial crime, sanctions, market abuse and conflicts of interest, either on an annual basis or as frequently as required under the current regulations as well as internal policies. These courses are supplemented by targeted training for employees in client-facing roles or other specific areas, as required.

GRI 2-27

Compliance with laws and regulations

We assign the utmost importance to ensuring that we adhere to all laws, rules and regulations that apply to our business. Provisions for claims and legal proceedings are governed by the accounting standards we use for the preparation of EFG's consolidated financial statements. For further information regarding claims and legal proceedings, please refer to the Annual Report 2025, note 32 "Provisions" and note 33 "Contingent liabilities".

Combating money laundering and terrorist financing, and sanctions compliance

EFG is committed to complying with all applicable laws and regulations related to financial crime compliance (FCC) and international sanctions. To address FCC risks, we have implemented AML policies, procedures and controls, as well as dedicated tools to detect, investigate and prevent money laundering, terrorist financing and other forms of financial crime. These policies extend to KYC and KYT requirements, enhanced due diligence, client identification and risk classification, ongoing client screening, payment filtering and transaction monitoring. Relationships with clients that may carry higher financial crime risks, such as those with politically exposed persons (PEPs), are monitored more frequently. Training on FCC and sanctions must be completed annually by all relevant employees.

Our control and monitoring processes are reviewed and reinforced on an ongoing basis. If we identify any suspicious transactions or activities, we immediately notify the relevant external money laundering reporting office.

In terms of sanctions, we take all the requisite measures to keep abreast of international sanctions regimes that apply to our business. We have implemented strict policy and control measures to monitor and detect any exposure to sanctioned clients or activities and we take the necessary steps to ensure that we adhere to the applicable requirements of key sanctions regimes worldwide.

EFG recognises that maintaining an effective compliance risk and control framework is an ongoing process. We require all our branches and subsidiaries to perform a compliance risk assessment annually based on a common global methodology. This risk assessment exercise is a collaborative effort between the EFG Group Compliance function and local Compliance teams, with support from other departments if needed. The compliance risk assessment process is updated at least once a year to ensure that we understand the latest compliance risks to which EFG is exposed and that we have a recent assessment of the strength of the measures used to mitigate risk and of the relevant control mechanisms, as well as an understanding of potential gaps and the residual risk that remains.

Anti-corruption

EFG's Group Compliance has a General Directive on the Prohibition and Prevention of Bribery and Corruption, which sets out the minimum standards that must be followed across EFG to combat all forms of bribery and corruption. This General Directive complements the applicable laws and regulations in jurisdictions in which EFG operates and it has been communicated to all employees globally. It includes areas such as offering or accepting of improper gifts, entertainment, political contributions, sponsorships, events, travel and accommodation or other advantages, engaging in charitable giving or recruitment, or making payments to expedite and/or secure routine government action (facilitation payments). In addition, our local entities develop and implement their own procedures to ensure compliance with this General Directive and with local regulatory requirements.

GRI 205-2

When EFG conducts business or when services are provided on its behalf, it is subject to local anti-bribery and anti-corruption laws and is generally subject to the Swiss Criminal Code, the U.S. Foreign Corrupt Practices Act, the United Kingdom Bribery Act 2010 and the Singapore Prevention of Corruption Act. In this regard, EFG explicitly prohibits and actively works on preventing any corrupt or improper payments and any activity that facilitates a corrupt or improper payment made by or on behalf of an EFG entity or made through client accounts for any purpose whatsoever.

EFG prohibits bribery committed by third parties acting on its behalf. EFG performs due diligence on all such third parties, including intermediaries, to reduce the risk of bribery.

To ensure awareness of this topic, all employees, including members of the Executive Committee, are required to complete anti-bribery and corruption training on a biennial basis, and the completion of the relevant courses is monitored.

Controls to ensure employee adherence to the General Directive on the Prohibition and Prevention of Bribery and Corruption are established across the first and second lines of defence. Any suspected cases of bribery, corruption or other breaches are investigated and addressed and a report is submitted to the Executive Committee.

GRI 206-1

Anti-competitive behaviour

We recognise the importance of compliance with relevant antitrust laws and regulations.

Anti-competitive practices can include collusion between institutions, practices preventing or reducing market competition, monopolisation, price fixing or market dominance practices and other conduct that violates antitrust or competition law.

EFG is not aware of any incidents of anti-competitive behavior or antitrust and monopoly practices, and no legal action was taken against EFG or its employees in these matters in 2025.

Responsible and transparent approach to tax

EFG offers a wide range of services to clients in over 40 locations around the globe. We are committed to complying with all relevant international standards and tax laws in the respective tax jurisdictions and to ensuring taxes are paid where economic value is created.

Our approach to corporate taxation is founded on two key principles:

- To act lawfully and with integrity, including by complying with corporate tax requirements
- To maintain open and constructive relationships with tax authorities worldwide

EFG has a corporate tax strategy that is reviewed and approved by EFG Group's Chief Financial Officer. Further, we have a robust corporate tax risk framework in place that is based on tax directives, procedures and internal controls and aims to ensure compliance with our tax approach and principles. This framework and our directives and policies are updated on a regular basis to reflect the latest developments in this area.

EFG is committed to maintaining a robust tax compliance and tax reporting approach. As a matter of principle, EFG does not accept clients who are not willing to meet requirements for the transparent disclosure of financial information to help prevent financial crime. Client-related tax issues are governed by internal regulations, primarily the General Directive on Tax Transparency, the General Directive on Doing Business in the United States, the General Directive on the Foreign Account Tax Compliance Act (FATCA) and the Qualified Intermediary Regime, and the General Directive on the Common Reporting Standard (CRS).

Progress in 2025

In 2025, we further strengthened our consolidated supervision framework for the Compliance function as well as the operational effectiveness of the internal control system.

GRI 207-1

GRI 3-3 d
Art. 964b Para. 2 No. 3 CO

GRI 3-3 e & f
Art. 964b Para. 2
2 No. 3 and 5 CO

Monitoring and measuring effectiveness

If any issue is identified that could give rise to compliance risks, the issue is escalated through regular reporting processes by the Compliance function to the Executive Committee or a delegated committee, which ensures appropriate follow-up until the matter is resolved. The Compliance function also provides the Executive Committee and the Risk Committee of the Board of Directors with an annual compliance risk assessment setting out an independent view on the strength of the risk and control framework, as well as the activities it has conducted during the year to test the effectiveness of the compliance framework. If weaknesses are identified in the design or operation of the control framework, additional measures are set out in an activity plan to reinforce the control environment.

EFG has implemented a risk scorecard for Client Relationship Officers (CROs) to foster a risk-aware and compliant culture and reduce operational risks. The scorecard comprises a set of key risk indicators (KRIs) to monitor CRO adherence to internal policies and regulations, with any breaches resulting in penalty points that can impact the CRO's annual variable compensation. The KRIs cover areas such as compliance with AML and KYC requirements or sanctions, adherence to investment suitability and cross-border policies, as well as regulatory change risk or litigation. The outcome of the scorecard process is reported on a quarterly basis to the Operational Regulatory and Compliance Committee, which is a delegated committee of the Executive Committee, and to the Global Business Committee.

Internal and external audits are of key importance in monitoring the effectiveness of the compliance framework and remedying any deficiencies that are identified. Open issues arising from internal audit reviews are regularly monitored to ensure they are resolved within agreed deadlines, with progress reports submitted to the Audit Committee. Any open issues identified during the external audit and regulatory inspections are similarly tracked and reported to the Executive Committee and to the Audit Committee.

Risk management and risk governance

Importance of material topic and impacts

As a global private banking group, EFG operates in an increasingly complex environment with volatile markets, ever stricter regulatory requirements, growing stakeholder expectations and multiple sustainability challenges. We are therefore exposed to a variety of risks in the normal course of business that may impact our financial performance, business goals, reputation, and social, environmental or other objectives. At the same time, we embed ESG aspects into our risk management process to identify and manage potential adverse impacts that our operations and business activities could have on the economy, environment and society, as well as any associated reputational consequences or other risks (such as greenwashing or litigation risks) affecting EFG and our clients.

How we manage risk: Strategy, policies and governance

EFG regards prudent risk management as an essential part of the way we do business. We strive to systematically and effectively manage risks across business units, geographies and functions to protect the interests of our clients, our investors and our company, to drive sustainable and profitable growth and to create long-term value for all our stakeholders. This diligent approach also helps to safeguard EFG's reputation and the integrity of the Swiss financial centre and the other locations where we operate.

Our robust risk management and risk appetite frameworks enable us to identify, measure and mitigate a broad spectrum of financial and non-financial risks, allowing us to run our business responsibly and effectively.

We have developed a multi-dimensional approach to risk management that encompasses our business activities and decision-making processes. This approach enables us to increase the resilience of our business – including our products and services as well as our investment processes – with regard to financial risks (including credit, market and liquidity risks) and non-financial risks (such as operational, compliance or legal risks). This also allows us to evaluate the financial materiality of the different risks we face as a globally active private

GRI 3-3 a & b
Art. 964b Para. 2 No. 1 CO

GRI 3-3 c
Art. 964b Para. 2 No. 2 CO

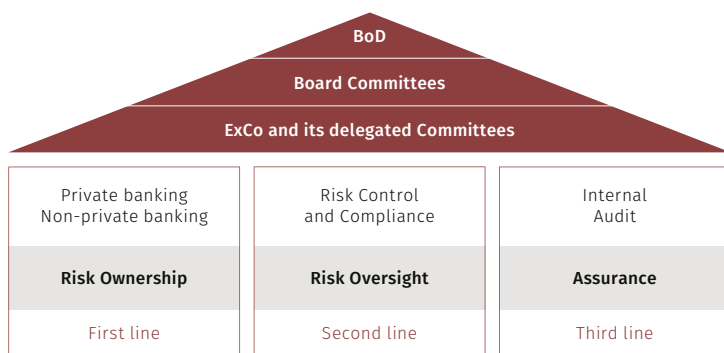
banking group. At the same time, we see new opportunities emerging in the form of new markets that we can serve and new products and services that we can offer, as well as increased resource efficiency.

EFG also believes that the responsible conduct of employees is essential for sound risk management and that their conduct is shaped by the organisation’s risk culture. To ensure an effective risk culture throughout EFG, regular and comprehensive training in risk and compliance topics is completed by employees.

Risk management with three lines of defence

EFG manages its risks in accordance with a three lines of defence model. The model delineates risk ownership across all regions, divisions and support functions as well as oversight by the Risk Control and Compliance functions, and risk assurance by Internal Audit. It is designed to ensure that the organisation has a coherent and comprehensive approach to risk identification, management and monitoring. The model is operated both centrally and within the business units to ensure material business activities and processes are subject to risk management, oversight and assurance. Further information can be found in the Annual Report 2025 from page 99.

Three lines of defence model



Risk frameworks

EFG’s risk management framework sets out the overall governance of risks. It encompasses people, policies and processes, as well as systems and controls that are designed to ensure that risks are appropriately identified, measured, monitored, reported and mitigated on an ongoing basis. To achieve this, we have defined different categories in our risk taxonomy, ensuring that defined risk exposures are carefully monitored and controlled.

Our risk management framework is underpinned by our risk appetite framework, which was approved by the Board of Directors and defines the level of risk that EFG is prepared to incur to achieve its strategic business objectives. That level of risk is linked to the risk limit system and influenced by EFG’s overall risk capacity.

The two frameworks are supplemented by a coherent and comprehensive set of policies, directives and procedures, with accountability being clearly assigned to specific functions across the three lines of defence. Further information can be found in the Annual Report 2025 from page 100.

Focus on ESG-related risks

The assessment and management of ESG-related risks form an integral part of EFG’s risk management framework. We pursue a risk-based approach, focusing on material ESG topics associated with our products and services and with the industry sectors to which our clients, investments or transactions are linked. Our ESG due diligence procedures continue to evolve in line with the latest developments and market practice.

The governance of ESG-related risks, including those related to climate change, is formalised in our General Directive on ESG-related Risks.

EFG monitors climate-related risks that may affect the existing major risk categories (credit, market, liquidity, business, legal and operational risks) and other nature-related risk exposures on a regular basis, with monthly reporting to the Executive Committee and quarterly reporting to the Risk Committee of the Board of Directors.

The Internal Audit function performs regular audits to assess the robustness of our risk management set-up. This includes evaluating the ESG climate risk framework with reference to the Basel Committee Guidelines for the effective management of climate-related financial risks.

More information on EFG's climate risk governance and management can be found on pages 52–63.

Risk governance

The Board of Directors has oversight of the overall risk management approach and monitors its effectiveness through regular internal risk assessments, audits and controls.

The Board of Directors is supported in this role by sub-committees: The Risk Committee, the Credit Committee, the Remuneration & Nomination Committee, the Audit Committee and the Acquisition Committee. The Risk Committee is the primary advisory committee to the Board for all matters relating to risk and compliance.

The Executive Committee includes the Chief Risk Officer and EFG Group's Head of Legal & Compliance. The Chief Risk Officer leads the Risk Control function, while EFG Group's Head of Legal & Compliance focuses on all compliance risks and all legal matters of EFG Group, as well as regulatory affairs. These two independent functions have clearly defined responsibilities and objectives.

Further, the Executive Committee has several sub-committees to ensure cross-functional alignment on risk topics. The Executive Committee and its delegated committees manage risks in accordance with the adopted three lines of defence model and in alignment with the risk strategy and risk appetite. As part of its remit, the Executive Committee also reviews and validates the Sustainability Report, which is then endorsed by the Audit Committee and approved by the Board of Directors.

Further information can be found in the Annual Report 2025 on page 100.

Progress in 2025

Highlighting the importance that EFG assigns to rigorous risk management, we launched an internal risk culture initiative in October 2025 to remind all EFG employees of their individual and collective responsibility to identify, manage and speak up about any operational risk they encounter in their work. To reinforce employee awareness of this important topic, we also provide mandatory training. In 2025, mandatory training courses covered compliance and other key topics. More information on employee training can be found on pages 72–73.

We continued to evolve our risk identification processes based on the provisions of the FINMA Circular "Nature-related financial risks". Starting from 2025, in addition to our established climate-related financial risk assessment, EFG also measures other nature-related financial risk dependencies and impacts in our key portfolios, comprising client Assets under Management, own assets (trading and investment books) and the securities used as collateral for Lombard loans. The assessment of other nature-related financial risks is performed using an internal risk heatmap covering dependencies in terms of soil erosion and water supply, together with impacts in terms of land use, water use, air pollution, soil waste pollution, emission of toxic soil and water pollutants.

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

2025 Risk Technology Award from Risk.net

EFG won the Risk Technology Award from Risk.net in the category “Best in-house risk data initiative” in June 2025 for EFG Digital Risk Pilot, which combines digital acceleration with the core foundations of compliance and risk management. This solution delivers significant advances in risk management and reporting, leveraging cutting-edge technology to enhance transparency, efficiency and decision-making.

Art. 946b, Para. 2 No. 4 CO

Addressing challenges and mitigating risks

To address challenges and manage and mitigate risks in a rapidly evolving and highly volatile operating environment, EFG deployed a variety of risk management measures (including conducting regular assessments) to identify and address existing and emerging risks that could create potential reputational risks and impact future revenues. This includes monitoring the economic, regulatory and political landscape, as well as developments in new technologies such as artificial intelligence (AI).

EFG regularly carries out stress simulations, both routine and ad hoc, to identify vulnerabilities in key portfolios and to implement mitigation measures in advance. These simulations cover idiosyncratic and macro-financial stress scenarios, including those involving geopolitical tensions. We continuously monitor regulatory changes that may affect risk management and operational processes. These include, but are not limited to, operational resilience requirements, nature-related financial risk management principles and capital regulations.

Our risk governance and our risk management framework proved effective in a challenging operating environment. EFG’s financial performance for the full year 2025 is a testimony to the strength and resilience of our business model and to our ability to deliver attractive risk-adjusted returns throughout the economic cycle.

Monitoring and measuring effectiveness

The Board of Directors, supported by its delegated committees, monitors EFG’s role in the economy and society, including its impact on the environment, and the resulting risks and opportunities for EFG.

The Board of Directors defined specific metrics in 2023 to monitor progress in this area. These include: i) A reduction of GHG emissions from our own operations; ii) an increase in female representation in senior management (in percentage terms); and iii) an increase in Assets under Management in investment products and services with a dedicated ESG focus.

Outlook

EFG aims to prevent or manage emerging risks: They can be new risks, or they can even be familiar risks that become apparent in new or unfamiliar conditions. Their sources can be natural or human, and often are both. EFG monitors, via regular risk assessments, emerging risks that could create potential reputational risks and impact future revenues.

EFG closely monitors developments in new technologies like AI and cyber as well as economic, regulatory or political changes. EFG is assessing the potential risks and opportunities of AI on its operations and business processes. EFG is applying a cautious, risk-based approach to AI adoption, with robust controls designed to prevent potential harm arising from its use.

GRI 3-3 e & f

Art. 964b Para. 2
No. 3 and 5 CO

3 Business strategy and approach to sustainability



Business strategy and company performance	27
Sustainability strategy	30
Client centricity	35
Quality of investment and advisory, and marketing and labelling	39
Responsible investing	41
Digitalisation and innovation	46
Data protection, privacy and cyber security	48

Business strategy and company performance

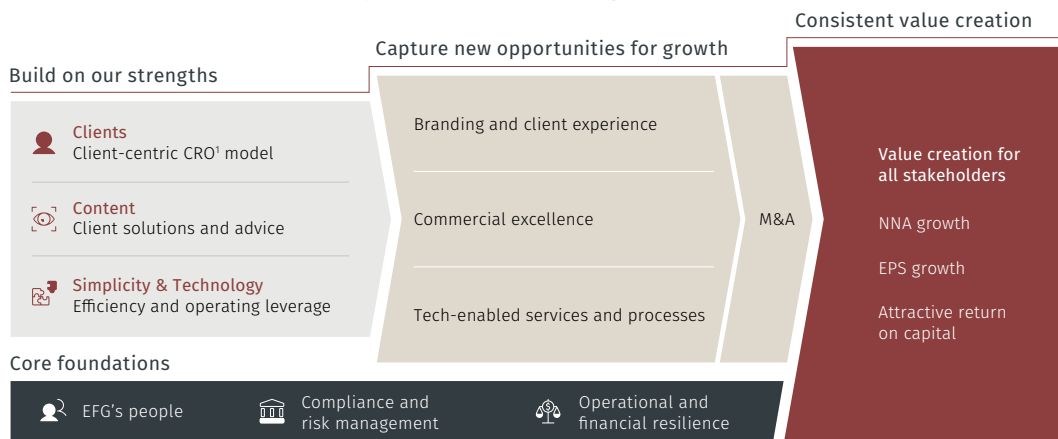
GRI 3-3 a & b
Art. 964b Para. 2 No. 1 CO

Importance of material topic and impacts

As part of EFG's strategy to generate sustainable and profitable growth, we focus on delivering consistently while building on our strengths. Our client-centric model forms the core of our value proposition and our strategy builds on a strong foundation to ensure the resilience of the business. For the 2026–2028 strategic cycle, EFG has also identified further opportunities for growth.

By conducting our activities with a high level of professionalism and integrity, and by delivering high-quality service and advice to our clients, we also strive to ensure EFG's long-term stability and financial strength. Substantial financial losses, but also the erosion of trust, can have a severe negative impact on the banking sector, the economy and society as a whole. At EFG, we are therefore committed to being a reliable and resilient financial partner to our clients, shareholders, employees and other stakeholders.

Consistent performance and the power of compounding



¹ Client Relationship Officer (CRO)

How we manage our business strategy and company performance: Strategy, policies and governance

EFG has begun its new strategic cycle 2026–2028. We communicated our strategic plan and financial targets for 2028 to the market on 25 November 2025. Building on the strong results achieved over the past two strategic cycles, EFG wants to continue delivering consistent performance and to unlock the power of compounding. We aim to continue generating double-digit net profit growth of around 15% per annum.

GRI 3-3 c
Art. 964b Para. 2 No. 2 CO

Committed to creating sustainable value for our stakeholders

Financial targets

Financial targets	2028 targets
NNA growth ¹	avg. 4–6% p.a.
Revenue margin	>85 bps
Cost/income ratio	68%
RoTE	20%

Capital management

CET1 management floor	12%
Dividend payout	60%

¹ Compound Annual Growth Rate (CAGR) over the periods (2026–2028)

Creating value for:

- Our clients
- Our shareholders
- Our people
- Our regulators
- Our communities

Alongside this plan, we have updated our strategic positioning (see page 16) to evolve our shared understanding of our aspiration and of how our entrepreneurial DNA translates into our client offering and services.

EFG strives to build lasting partnerships with clients, to deliver long-term economic value and to contribute to economic development for the benefit of all our stakeholders. The model on page 8, based on the IFRS Foundation's blueprint, offers an overview of EFG's approach to

generating value through our business activities (value drivers) and interactions with our stakeholders to produce outputs. It covers both financial and non-financial aspects of our business.

EFG's ownership structure and governance define a clear strategic direction and longer-term perspective. The Board of Directors is responsible for the overall strategic direction, supervision and monitoring of the business. It delegates the execution of EFG's strategy and the day-to-day management of operations to the Executive Committee. Further information can be found on pages 12 – 15.

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

Progress in 2025

Our 2023 – 2025 strategic cycle has ended and we have achieved all of the ambitious financial targets that we set in October 2022. Over the past seven years, EFG has generated strong and sustainable growth, translated it into profitability and delivered attractive returns to shareholders. At the same time, we have transformed EFG and positioned it for the future. Our 2026 – 2028 strategic framework now builds on the strength of our business model across the following three areas: 1) clients, 2) content and 3) simplicity and technology. The focus on these three areas has served us well since 2019.

- 1) Our client-centric CRO model (see page 35) is well established and is our engine for growth. We have consistently attracted clients and top talent in recent years. Over the next three years, we want to further elevate our brand and client experience.
- 2) We have made strong progress in enhancing our investment content and client solutions, as well as in improving our business performance. Going forward we want to empower our CROs by further improving access to teams of experts and specialist tools.
- 3) We have adopted a "simplicity mindset" across our company and have successfully established the core foundations for technology-enabled growth. In this next phase, we will accelerate technology investments to increase scale and drive growth.

Over the past strategic cycle, we focused both on developing our people and on creating strong teams, as well as on regulatory compliance and risk management as prerequisites for growth. We now intend to complement our ambition to achieve organic growth with M&A optionality, leveraging surplus capital and building on strong organic capital generation.

Addressing challenges and mitigating risks

EFG's strong balance sheet and strong capital and liquidity position are the result of our strategic efforts to ensure our financial and operational resilience in a macro environment that remains complex. Current challenges include geopolitical developments, rising levels of national debt and trade tensions. Prudently monitoring and managing financial and non-financial risks, including in stress situations, is an inherent part of the way we do business at EFG (see pages 22 – 25).

We are building on our core foundations, with our strong balance sheet and robust compliance and risk management frameworks, as well as our resilient operating model. Preserving the trust of all stakeholders and maintaining a high level of operational and financial resilience remain our priority.

Art. 964b Para. 2 No. 4 CO



GRI3-3 e & f
Art. 964b Para. 2
No. 3 and 5 CO

Monitoring and measuring effectiveness

As a publicly listed company, measuring and regularly reporting on our performance is crucial to keep our investors and other stakeholders informed about our progress, especially given existing and emerging challenges in our operating environment.

In addition, we use a variety of methods to ensure our strategy is progressing effectively. These include:

- **Audits, reporting and benchmarking:** Internal audits, proprietary internal management accounting and reporting systems, employee surveys (see page 74) and compensation benchmarking as well as external financial and regulatory audits.
- **External and internal peer group analysis:** Monitoring, tracking and comparing EFG's financial performance to that of its main competitors in the market.
- **External stakeholders:** Ongoing communication with key stakeholders, such as clients, investors and analysts, regulators, rating agencies, employees, the media and industry associations (see table on pages 33–34). We continuously monitor and track how EFG and its performance are perceived in the media and by investors and analysts. In 2025, we conducted our first global client survey (see page 38).

Outlook

Over the 2026–2028 strategic cycle, we aim to consistently deliver against our new strategic plan and unlock the power of compounding. We aim to make targeted investments in the areas that we have identified as further drivers of growth. We will continue to provide regular updates on our progress to the market, while maintaining close relationships with our stakeholders and responding to their evolving expectations.

Sustainability strategy

EFG's sustainability strategy is based on two main pillars: Our responsibility as an asset allocator on behalf of our clients and our responsibility as a firm. It is designed to integrate sustainability aspects and sustainability priorities, such as strategic climate-related measures, into our business model in response to our clients' interest in sustainable finance.

Our priority as a global private banking group is to deliver superior service and advice as well as high-quality investment, wealth and credit solutions to our clients around the globe. At the same time, EFG seeks to support the transition to a more sustainable economy in our role as an asset allocator on behalf of our clients. We do so by providing greater transparency around investment opportunities, as well as by integrating ESG criteria and ESG-related risk considerations into our investment process. In addition, we aim to further expand our responsible investment offering. In this way, we are supporting global efforts to realise the UN Sustainable Development Goals (SDGs).

We strive to be an employer of choice that attracts, develops and retains talented professionals. We are committed to providing an inclusive working environment in which all our employees are valued equally and can reach their full potential. As an integral part of society, we are committed to serving the interests of the communities in which we live and work and to helping protect the environment.








Sustainability Framework










The EFG Sustainability Framework aims to create long-term value for our clients, employees and society as a whole to ensure the prosperity of future generations.

GRI 2-28

Membership associations**Selected memberships and partnerships**

Organisation name	Purpose
	<p>The Swiss Bankers Association (SBA) is the umbrella association of Switzerland’s banks and has around 260 member institutions. The association represents the financial centre’s interests vis-à-vis policymakers, the authorities and the general public. EFG Bank AG is a member of the association and our CEO is a member of the Board of Directors and its Board of Directors Committee.</p>
	<p>The Association of Swiss Asset and Wealth Management Banks (VAV) represents the interests of its 23 members, which are based in Switzerland and operate primarily in the areas of asset and wealth management. EFG is a member, and our CEO has been the Chair of its Board since June 2024. Our Chief Corporate Affairs Officer has been Managing Director of VAV since January 2025.</p>
	<p>The Employers Association of Banks in Switzerland represents the interests of member banks and aims to promote attractive and competitive employment conditions in the Swiss financial centre. EFG is a member of the association.</p>
	<p>The Swiss Risk Association (SRA) is an open forum for risk management that aims to strengthen Switzerland’s position as a financial competence centre. EFG is a member of the association and our Chief Risk Officer is a member of the SRA Board of Directors.</p>
	<p>The Swiss-American Chamber of Commerce is a not-for-profit organisation that represents Swiss, American and multinational business interests in Switzerland, the US and globally. EFG is a member of the Chamber and our CEO is a member of its Board of Directors.</p>
	<p>The British-Swiss Chamber of Commerce is a not-for-profit organisation that supports the growth of its members in Switzerland, Liechtenstein and the UK by providing an open forum for debate, networking and access to decision-makers and influencers. EFG is a member of the Chamber.</p>
	<p>The Institute of International Finance (IIF) is the global association of the financial industry, with about 400 members from more than 60 countries. EFG joined the organisation in 2024.</p>

Organisation name	Purpose
	<p>Swiss Sustainable Finance (SSF) aims to reinforce Switzerland’s position as a leading centre in the field of sustainable finance. It is supported in this mission by 200 members and network partners – including financial service providers, investors, universities and public sector bodies. Through research, capacity building and the development of tools and frameworks, SSF promotes the integration of sustainability aspects into all financial services. EFG is a member of the organisation and is represented on the Board of Directors by our Global Head of ESG Governance and Frameworks.</p>
<p>Signatory of:</p> 	<p>PRI is a United Nations-supported network of investors that works to promote sustainable investment through the incorporation of environmental, social and governance criteria into investment decisions based on the six Principles for Responsible Investment. EFG is a signatory to the PRI.</p>
	<p>CDP is a not-for-profit organisation that runs a global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. EFG Asset Management is a signatory to CDP.</p>
<p>A proud participant of:</p> 	<p>Climate Action 100+ is an investor-led initiative to ensure the world’s largest corporate greenhouse gas emitters take action on climate change. Its activities focus on over 160 companies that are critical to the net zero emissions transition. EFG Asset Management is a member of the initiative.</p>
	<p>The FAIRR Initiative is a collaborative investor network that raises awareness of the environmental, social and governance risks and opportunities brought about by intensive livestock production. EFG Asset Management is a member of the network.</p>
	<p>Advance is the leading business association for gender equality in Switzerland, a network of over 150 Swiss-based companies committed to increasing the share of women in management. EFG is a member of the association and is a signatory to its charter.</p>
	<p>The Task Force on Nature-related Financial Disclosures (TNFD) Forum is a global multi-disciplinary consultative group of institutions aligned with the TNFD mission and principles. EFG Asset Management is a member of the Forum.</p>

In addition, we are a member of the **World Economic Forum (WEF)**, an international organisation for public-private cooperation. It provides a platform to foster meaningful connections between stakeholders, establish trust and build initiatives for cooperation and progress. EFG joined the organisation in 2024.

GRI 2-29

Approach to stakeholder engagement

EFG recognises the importance of engaging with stakeholders on key topics, priorities and objectives. This allows us to incorporate different viewpoints and broader perspectives into our decision-making and supports the successful execution of our strategy. Important stakeholder groups include clients and shareholders, our employees,

partner organisations, suppliers, NGOs and the media, as well as regulators and policymakers. In our most recent materiality assessment, we engaged with internal and external stakeholders (see page 10). We also recognise the indirect influence that our activities can have on other stakeholders, such as local communities, and we strive to make a positive contribution that goes beyond banking.

EFG's key stakeholder groups	Key topics and considerations	How we engage with our stakeholders
Clients and prospects	<ul style="list-style-type: none"> Understanding the needs of clients, e.g. the Next Generation Clients' investment preferences, including ESG¹ Tailored client solutions, including ESG-related product offering Suitability and appropriateness of investments and services offered Data privacy and confidentiality Digitalisation of offering 	<ul style="list-style-type: none"> Engagement with clients by CROs, product specialists and management Collecting feedback on client satisfaction and areas for improvement Dialogue between clients and CROs Targeted client meetings Responding swiftly and appropriately to client feedback Organisation of events and conferences on topics relevant to clients and prospects Publication of investment insights and market analysis
Investors, shareholders and analysts	<ul style="list-style-type: none"> Corporate strategy, sustainable and profitable growth Financial performance and results, as well as credit and ESG ratings Robust compliance and risk management 	<ul style="list-style-type: none"> Meetings and dialogue at investor conferences and investor roadshows Investor Days Publication of financial and non-financial reports and financial results presentations Annual General Meeting and Extraordinary General Meeting Board of Directors meetings
Employees	<ul style="list-style-type: none"> Attractive working conditions and fair business practices, including equal pay Culture of diversity and equal opportunity Learning and development Health and wellbeing 	<ul style="list-style-type: none"> Internal communications, including CEO blog and other news channels Internal events, e.g. town halls and conferences Annual performance reviews and career development discussions Periodic employee surveys Polls and workshops for employees to help shape EFG's Vision and Mission Staff Councils in Switzerland, Luxembourg and Monaco Employee networks to foster inclusion Participation in industry networks on key employee topics
Regulators and policymakers	<ul style="list-style-type: none"> Compliance with laws, regulations and market standards Timely and transparent reporting and responsible business conduct Shaping financial market regulation to ensure the competitiveness, stability and integrity of the sector 	<ul style="list-style-type: none"> Engagement with supervisory bodies Engagement with policymakers Engagement with industry associations

¹ Clients' ESG preferences are systematically recorded in Switzerland and Luxembourg.

EFG's key stakeholder groups	Key topics and considerations	How we engage with our stakeholders
Media and the broader public	<ul style="list-style-type: none"> Corporate strategy, sustainable and profitable growth Financial performance and results Expertise and research (including ESG-related topics) 	<ul style="list-style-type: none"> Media releases, media conferences, social media content, EFG website, thought leadership publication with interviews and background discussions
Local communities, partner organisations, NGOs and academia	<ul style="list-style-type: none"> Providing educational opportunities and empowering young people Fostering talent and innovation Awareness raising around environmental and social issues Promotion of culture and sport 	<ul style="list-style-type: none"> Dialogue with various partner organisations, including selected universities Support for scholarship programmes with selected universities as well as job integration support Employee engagement opportunities, e.g. volunteering
Suppliers	<ul style="list-style-type: none"> Requirement for suppliers to uphold ethical business practices, comply with legal and regulatory requirements, and adhere to anti-corruption measures Management of social and environmental issues across the supply chain, including sustainability practices, labour and human rights as well as community impact Due diligence processes to identify, monitor and mitigate risks 	<ul style="list-style-type: none"> Third-party risk assessment, monitoring and controls Dialogue with existing vendors Inclusion of explicit reference to topics such as ethical standards, human rights and anti-bribery provisions in contracts

GRI 415-1

Public policy, political engagement and lobbying activities

EFG is committed to maintaining a responsible and constructive dialogue with policymakers in the markets in which it operates. To help inform and shape financial market regulation, we regularly engage with relevant stakeholders, both directly and indirectly through our membership of various national and international industry associations. These activities are coordinated by our Corporate Affairs function to ensure a consistent approach in terms of our positioning on public

policy, political engagements and advocacy activities and to strengthen alignment with our sustainability ambitions. While we maintain an open dialogue through our membership of trade associations and similar organisations, we may not always adopt the same position as an association or its other members. In 2025, we did not provide any financial contributions to political parties or to candidates seeking office.

Client centricity

GRI 3-3 a & b

Art. 964b Para. 2 No. 1 CO

Importance of material topic and impacts

At EFG, we are committed to building successful long-term client relationships founded on transparency and trust. With our entrepreneurial mindset and distinct client focus, we aim to deliver impartial advice and high-quality investment, wealth and credit solutions to meet the individual needs of our clients – including the Next Generation. Acting with integrity, placing our clients’ interests first and diligently managing risks allows us to enhance client satisfaction and to thus ensure the continued success of our business. In this way, we also aim to safeguard the reputation and competitiveness of EFG and of the financial centres where we operate.

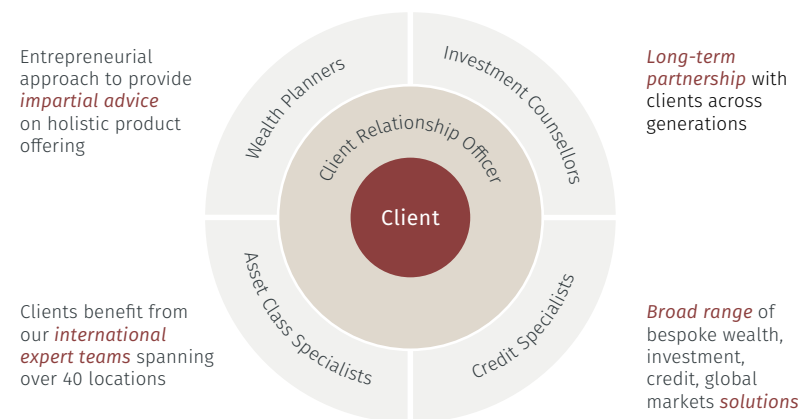
GRI 3-3 c

Art. 964b Para. 2 No. 2 CO

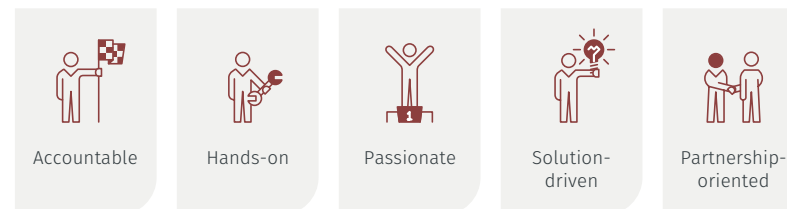
How we manage client centricity: Strategy, policies and governance

Our distinctive, client-centric approach is at the heart of EFG’s strategy and is embedded in EFG’s value proposition, as well as in our Code of Ethics (see page 16). Our CRO model¹ enables us to deliver impartial advice and build long-term partnerships with clients as well as gaining a clear understanding of their financial needs and goals. It is underpinned by our corporate values, which form an integral part of our human resources processes (including compensation decisions), as well as by our core foundations with our robust risk and compliance frameworks. While the foundations of our CRO model remain the same, we continue to adapt it to the evolving needs of our clients. During the 2026–2028 strategic cycle, we will focus on further “augmenting” our CROs by providing them with even broader access to expert teams and state-of-the-art tools, as well as supporting their work by further strengthening the EFG brand.

Our CRO model



EFG values



Our client-centric approach is overseen by our Heads of Private Banking and/or Market Group Heads, with further supervision by Regional Business Heads. Client centricity is also one of the principles on which our Code of Ethics is based.

¹ Client Relationship Officer (CRO) model

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

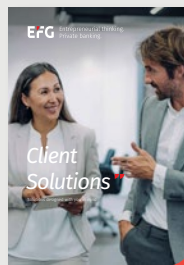
Progress in 2025

We continued to deliver on our value proposition and leverage our platform to provide superior service and first-class wealth, investment and credit solutions to private and institutional clients around the globe in 2025. Our strong net new asset growth rate of 6.8% in 2025 is a testament to our clients' trust in EFG (see page 5).

In line with our human capital and growth strategies, we further expanded our CRO population to ensure the seamless delivery of service and advice to our growing international client base. EFG hired 79 new CROs in 2025 (including 28 CRO hires approved and entering in 2026), bringing our total number of CROs worldwide to 763¹. The total number of CROs also reflects 67 CROs who were onboarded as part of the acquisitions of Cité Gestion in Switzerland and ISG in New Zealand. Our success in attracting talent during the year reflects our reputation as an employer of choice and confirms that our business model is regarded as scalable, highly competitive and attractive among professionals in the global wealth management industry. Our ambition is to hire 50–70 CROs globally per annum from 2026–2028.

¹ Includes 238 CROs at Shaw and Partners.

Delivering bespoke financial solutions on a global scale



Download the Client Solutions brochure [here](#).

Serving clients with our global expertise and holistic product offering

A broad range of *services* carefully selected by EFG's experts *complemented by specialised solutions*

Solutions designed to meet clients' needs along their *wealth journey*, with access to proprietary and third-party solutions



Next-gen



Fund Services



Trust Solutions



Advisory



Alternative Investments



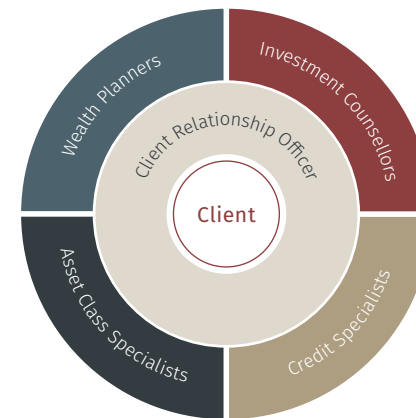
Asset Management



Discretionary



Structured Solutions



Specialised teams across EFG's *international locations* provide expertise on all product families



FX Advisory



Treasury

A range of *credit solutions* from Lombard loans to mortgages, tailored to *clients' specific needs*



Financial Asset Lending



Real Asset Lending



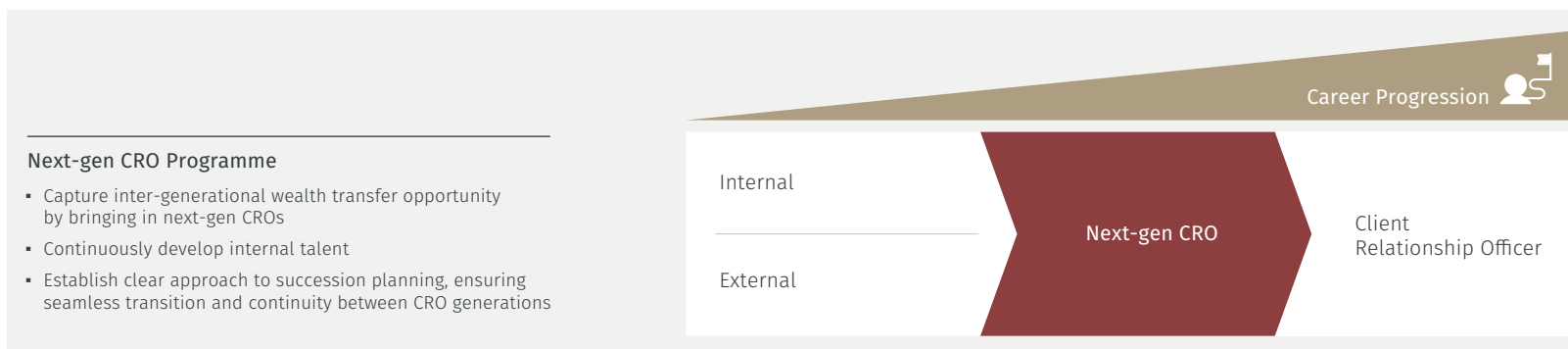
The forthcoming Great Wealth Transfer is expected to see more than USD 22 trillion of assets transferred to Generation X and Millennials by 2034.¹ In line with our Vision 2030 to become the private bank of choice for generations of clients, we want to capture the opportunities this presents and have introduced the Next-gen CRO Programme (see illustration below). The programme allows young professionals to develop their expertise under the guidance of a senior CRO sponsor and later transition to an independent CRO role.

As part of our efforts to ensure that our CROs are equipped with the necessary skills and expertise to serve clients effectively in an increasingly complex environment, we invest in the continuous development of training resources and technology. Specific learning journeys and mandatory training courses for CROs include ESG-related courses, complementing an extensive range of training on risk and regulatory compliance, cross-border matters, products and services, and

IT tools, among other topics. To further enhance the productivity of our CROs and increase their average portfolio size, we apply performance measures that reflect our ambition to deliver sustainable and profitable growth.

Client proximity is at the core of our strategy and business model. Over the past few years, we have expanded our presence both in our Swiss home market and internationally. In 2025, we opened a new representative office in Türkiye and we acquired Cité Gestion in Switzerland and Investment Services Group (ISG) in New Zealand².

We engage with clients across multiple channels, including state-of-the-art digital touch points, to offer a compelling user experience supported by a strong brand. In 2025, our efforts to create brand awareness and visibility were acknowledged by Brand Finance, which once again named EFG as one of the 500 most valuable banking brands worldwide.



¹ Cerulli Associates (2024): <https://www.cerulli.com/press-releases/cerulli-anticipates-124-trillion-in-wealth-will-transfer-through-2048>

² The scope of information reported in this Sustainability Report does not encompass Cité Gestion and Investment Services Group. For more information, see page 4.

Art. 964b Para. 2 No. 4 CO

Addressing challenges and mitigating risks

At EFG, we recognise the importance of staying close to our clients to inspire trust and build long-term relationships. By gaining a deep understanding of our clients' needs, we aim to ensure that our service and advice are aligned with their profile and aspirations both as clients and investors. In doing so, we are committed to creating attractive long-term investment opportunities for our clients while acting with integrity and safeguarding EFG's reputation.

We aim to handle any client complaints swiftly and effectively to maintain high levels of client satisfaction. Reflecting the importance that we assign to this topic, senior management has primary responsibility for ensuring that complaint handling procedures and redress mechanisms are effective. We aim to handle complaints promptly and professionally in accordance with the General Directive on the Handling of Client Complaints and Litigation. Complaints, as well as the results of root cause analysis, are regularly reported to management. EFG International's governing bodies have oversight of client complaints.

By participating in benchmarking by major consultancy firms, we assess our performance relative to other industry players and ensure the effectiveness of our client approach.

Outlook

EFG's ambition is to be the private bank of choice for generations of clients. To realise this aspiration, we will build on our strengths, which are centred around our client-focused CRO model and our global presence. In particular, we plan to "augment" our CROs through even deeper collaboration with specialist teams (Investment Counsellors, Wealth Planners, Asset Class Specialists and Credit Specialists) as well as through new data- and technology-based tools that enable a more seamless client experience. To further enhance brand visibility, we intend to invest in improving the digital client journey and to engage with future clients through thought leadership events, personalised content and marketing activities with a focus on higher-growth locations.

GRI 3-3 e & f

Art. 964b Para. 2
No. 3 and 5 CO**Monitoring and measuring effectiveness**

We assess client centricity in several ways, the most important being client feedback that we gather directly during meetings and through other channels. We analyse all client feedback to gain valuable insights, allowing us to further improve the client experience and to continuously enhance the quality of our services.

In 2025, we conducted our first global client survey. Overall, the results showed a high level of client satisfaction with EFG's services as well as with clients' relationships with their CROs. More than 85% of clients indicated that they would recommend EFG, and we reached a Net Promoter Score of 50.2.¹

¹ The net promoter score is calculated by subtracting the percentage of respondents in a survey who indicate that they would not recommend a company (detractors) from the percentage of respondents who indicate that they would recommend it (promoters). Possible scores range from -100 to +100.

Quality of investment and advisory, and marketing and labelling

GRI 3-3 a & b

Art. 964b Para. 2, No. 1 CO

Importance of material topic and impacts

EFG is committed to offering high-quality products and services to our clients to meet their individual needs and expectations. We are continuing to expand our range of financial solutions to meet client and investor demand for risk-adjusted returns and profitable asset allocation, while also further developing our advisory services with a view to integrating sustainability, transition risk and transition opportunities into EFG's Advisory services.

We also recognise the importance of ethical marketing, transparent labelling and communication in reducing the risk of greenwashing and enabling our clients to make informed decisions that are aligned with their individual values, risk tolerance and financial goals. In addition, we believe that clear and accurate marketing and labelling builds trust among investors and provides a safeguard against unsuitable products.

We aim to ensure that our claims relating to our products and services are aligned with their actual impact. The use of terms such as “sustainable”, “ESG” or “responsible” in reference to our client offering is subject to strict internal guidelines and regulatory requirements.

GRI 3-3 c

Art. 964b Para. 2 No. 2 CO

How we manage the quality of investments and advisory, and marketing and labelling: Strategy, policies and governance

Ensuring that our investment and advisory offering as well as our marketing and labelling practices are compliant with internal guidelines and the applicable regulatory requirements in all the jurisdictions where we operate is of the utmost importance. EFG operates Investment Counsellor (IC) teams, which form part of its Investment and Client Solutions unit, in 13 locations worldwide, maintaining a high level of availability and proximity to our clients.

Our General Directive on Investment Suitability and Appropriateness and our General Directive on Investment Advisory Services – both of which apply globally – as well as our local advisory directives ensure that ICs follow industry standards while remaining flexible enough to meet specific local requirements.

To ensure rapid delivery of a comprehensive, state-of-the-art offering to our clients via different channels, our ICs collaborate closely with our Client Relationship Officers (CROs) and business units across EFG. They are supported by an IT infrastructure that facilitates fast and seamless processes (see pages 46–48) as well as regulatory compliance. We apply strict internal controls to all advisory processes, and the performance of our CROs and ICs is measured based on our internal risk scorecard.

The governance of ESG-related products and services falls within the remit of the ESG Product Committee (see page 42). This Committee is a subcommittee of the Global Product Committee, which evaluates and approves products issued by EFG.

Progress in 2025

We recognise the importance of keeping pace with developments in the advisory space, including advancing technology and other innovations, and of adapting our product and service offering accordingly. At the same time, we aim to provide expertise on complex investment topics to our clients in an easily understandable format and to facilitate the adoption of new digitally enhanced services. In 2025, we made progress in the following areas:

- **Advisory tools:** We continued to upgrade our advisory tools and we are implementing enhancements across our processes and IT systems, including through the introduction of Aladdin, a platform providing advanced portfolio analytics and client engagement tools.
- **Infrastructure and data:** We further strengthened our infrastructure for ESG-related services.
- **Policy:** We further harmonised our offering across locations and conducted a review of our General Directive on Investment Advisory Services, which includes sustainability aspects as a core suitability element for all Advisory clients.
- **Employee training:** Training activities focusing on our Transition Offering Framework¹ are mandatory for all CROs and Client Service Officers in Switzerland or with a connection to Switzerland-based

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

¹ The Transition Offering Framework implements the Swiss Bankers Association Guidelines for financial service providers on the integration of ESG preferences and ESG risks and the prevention of greenwashing in investment advice and portfolio management.

clients. In addition, we renewed our partnership with PRI for the course “Understanding ESG”, including certification.

Art. 964b Para. 2 No. 4 CO

Addressing challenges and mitigating risks

As a result of evolving regulations and self-regulations, financial institutions have an obligation to evaluate their clients' knowledge of and interest in ESG investing in certain jurisdictions. Consequently, we provide training for advisors to ensure they have sufficient understanding of ESG aspects to allow them to explain EFG's responsible investment offering for clients, including the associated opportunities and risks. Our internal controls aim to ensure that ESG aspects relevant to our advisory services are accurately captured and considered to mitigate the risk of client dissatisfaction that could impact EFG's competitive position.

When creating marketing materials, the overriding principle of “clear, fit and not misleading” applies to further mitigate and reduce greenwashing risks and to provide accurate, complete and understandable information. This includes presenting both benefits and risks in a clear and balanced manner and ensuring risk features are disclosed in the main body of the marketing document.

Our ESG Product Committee is responsible for approving and overseeing ESG content published on our external website on topics such as shareholder engagement or voting rules, as well as our approach to ESG promotion and sustainable investing, with the exception of information related to specific products and services or specific investment topics. These are subject to the standard marketing material review process, including oversight by the Sustainable Investing team, and require product governance approval. In addition, marketing documents and pitchbooks must be approved by specific ESG governance functions.

GRI 3-3 e & f
Art. 964b Para 2,
No. 3 and 5 CO

Monitoring and measuring effectiveness

The overall performance of the Advisory function is monitored in several ways, including through a risk scorecard for CROs and ICs and clearly defined performance measurement through key performance indicators (KPIs) for ICs. We monitor the performance of individual ICs and local IC teams on a monthly basis. Across all locations, we also use suitability dashboards for the monthly assessment of a number of

suitability factors to ensure advice is provided in a fully compliant way and that any issues are detected immediately. Local Investment Suitability Oversight Committees and our global Fiduciary and Suitability Oversight Committee are important governance bodies that set rules and ensure the monitoring of our advisory operations globally.

We communicate and apply lessons learned across the entire organisation. We also use client feedback to enhance the quality of our client advice in the Fund, Discretionary Portfolio Management and Advisory businesses, and we have an established client complaints process (see page 38).

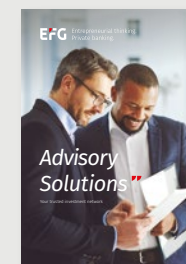
Outlook

We aim to further develop and improve our Advisory services to meet the client demand for ESG-related advisory solutions. We also strive to further adapt and refine our service model and offering, taking account of the market environment and regulatory requirements. We are planning to introduce a new advisory tool in 2026 to facilitate the digital and fully automated delivery of advisory services related to suitability, appropriateness, cross-border topics and other applicable rules. These refinements and updates are expected to enable our ICs to analyse and align clients' ESG preferences with the eligible investment universe even more efficiently and effectively, enhancing the client experience.

Customised, specialist advice on the management of assets



Download the Advisory Solutions brochure [here](#).



Responsible investing

GRI 3-3 a & b

Art. 964b Para. 2, No. 1 CO

Importance of material topic and impacts

Responsible investments, both public and private, play a key role in facilitating and supporting the transition to a more sustainable world in alignment with global commitments and the UN Sustainable Development Goals (SDGs). In line with our fiduciary duty as an asset allocator on behalf of our clients, we integrate ESG factors into investment decisions to support clients in mitigating financial and reputational risks, enhancing portfolio resilience and managing their carbon footprint. Further, we can contribute to more sustainable practices in investee companies through shareholder engagement and voting. All of these efforts also help us to meet the demand for sustainable finance solutions.

GRI 3-3 c & d

Art. 964b Para. 2 No. 2 CO

How we manage responsible investing: Strategy, policies and governance

Our investment approach focuses on creating long-term value for our clients and other stakeholders. The integration of ESG considerations into our investment analysis and into the development of products and services is an important part of our due diligence process. In this way, we aim to identify and evaluate ESG-related risks that may be linked to our clients' or our own assets and could potentially affect their value.

EFG's responsible investing priorities focus on these strategic areas:

- Enhancing the proprietary ESG rating methodology of our Global Responsible Investment Platform "GRIP"
- Integrating ESG criteria into our investment and advisory processes for our clients' and our own assets (treasury)
- Further developing our responsible investment offering
- Engagement and proxy voting for our New Capital funds

EFG began considering and integrating ESG criteria into investment decisions more than a decade ago, when the initial version of our proprietary ESG measurement tool GRIP was developed. GRIP allows us to identify ESG-related risks and opportunities that are not typically

captured by traditional investment analysis. GRIP integrates data and analysis from multiple ESG rating agencies into a single framework, providing a holistic view. Our approach, including the structure of our KPIs, is closely aligned with the GRI Reporting Framework.

Since GRIP was established, we have continued to further improve the platform, factoring in new criteria as well as market and regulatory developments. To refine our methodology, we have integrated input from subject matter experts, including specialists at the Sustainability Initiative of the Massachusetts Institute of Technology (MIT). Furthermore, we developed a "Climate Engine" to help assess transition opportunities and risks from a quantitative perspective and evaluate the credibility of net zero commitments of companies in its investable universe (see page 61).

EFG has also established a due diligence process for externally managed funds that combines bottom-up and top-down assessments of the degree of ESG integration into their investment approach and the management of their carbon footprint.

At EFG, we offer certain investment solutions with a dedicated focus on sustainability-related topics to steer capital flows towards transformative technologies and companies that support innovation and sustainable development. Leveraging the different components of our strategic approach to responsible investing, EFG's offering currently includes:

- i) New Capital funds under Article 8 of the EU's Sustainable Finance Disclosure Regulation (SFDR) (a list is available on the [New Capital website](#))
- ii) New Capital Climate Transition Equity Fund under Article 9 of the SFDR
- iii) New Capital BlueOrchard Global Impact Credit Fund under Article 9 of the SFDR
- iv) Discretionary mandates with a focus on the transition to more responsible business practices

In Switzerland, EFG's Transition Offering Framework¹ addresses client interest in sustainable investments. It aims to capture the investment opportunities and mitigate the risks arising from the transition to a more sustainable economy by combining financial performance with ESG considerations based on an ESG preference profile and an ESG product classification. This classification depends on how investments address transition risks and/or capture transition opportunities.

Further information about EFG's approach to responsible investing is available in the ["Responsible investing"](#) section of our website.

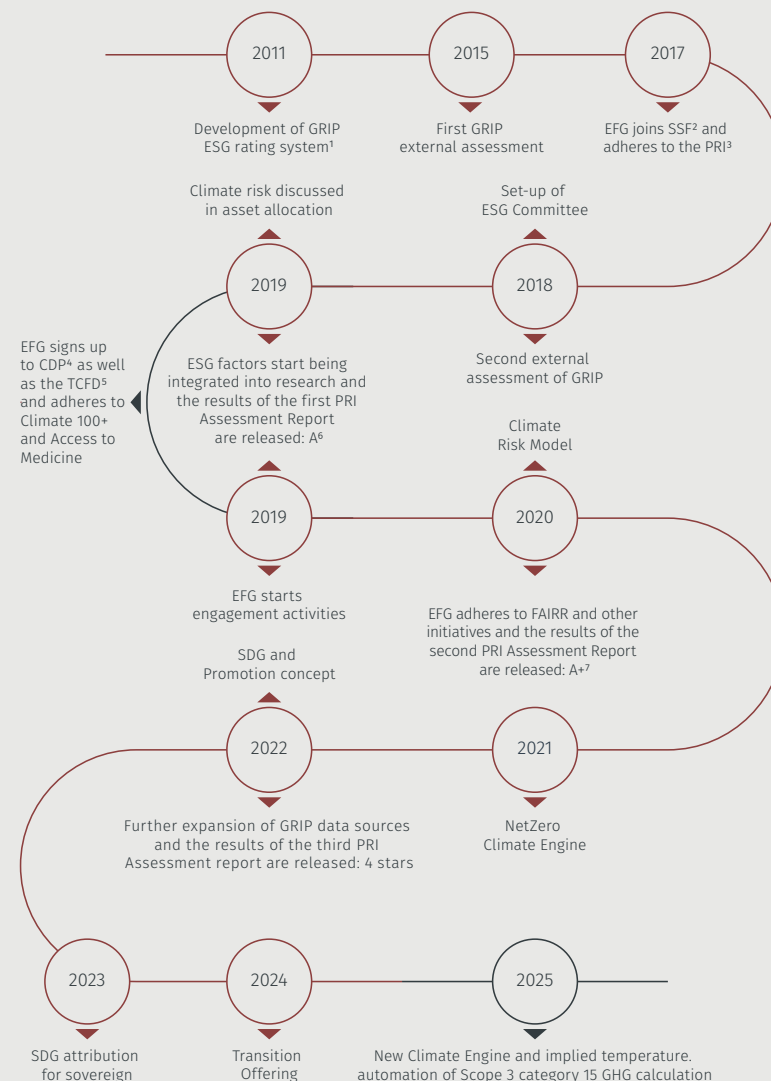
Further information on how we manage responsible investments can be found online in ["The EFG approach to ESG"](#).

ESG Product Committee

EFG has an ESG Product Committee that is responsible for monitoring the implementation of ESG investment practices. The Committee oversees the full spectrum of ESG financial integration, from the GRIP framework to the investment process, regulatory aspects, training, and ESG risk monitoring and reporting. The ESG Product Committee is a sub-committee of the Global Product Committee, which is a delegated committee of the Executive Committee.

As a member of the Swiss Bankers Association (SBA) and the Association of Swiss Asset and Wealth Management Banks (VAV), we support these organisations' efforts to drive ESG practices and standards within the industry, including through self-regulation, and to help establish the Swiss financial sector as a centre of expertise in sustainable finance and investing.

Responsible investing milestones at EFG



¹ The Transition Offering Framework implements the Swiss Bankers Association Guidelines for financial service providers on the integration of ESG preferences and ESG risks and the prevention of greenwashing in investment advice and portfolio management.

¹ Global Responsible Investment Platform

² Swiss Sustainable Finance

³ Principles for Responsible Investing

⁴ Formerly Carbon Disclosure Project

⁵ Task Force on Climate-related Financial Disclosures

⁶ Rating A for Strategy and Governance, between B and C for direct investments categories

⁷ Rating A+ for Strategy and Governance, between A and A+ for direct investments categories

Stewardship

Improving shareholder value and corporate governance through engagement and voting is a key element of our investment process. The voting framework used for our New Capital UCITS equity funds emphasises the need for companies to actively address challenges related to climate change. This model draws on research by our partner Institutional Shareholder Services (ISS) and takes into account widely recognised frameworks, including the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). ISS' approach balances the need for robust disclosure of climate-related risks with the analysis of a company's performance across key criteria such as its greenhouse gas (GHG) emissions, climate strategy and the impact of its climate-related measures. These criteria are also considered in the context of each company's sector- and incident-based climate risk exposure. We continued to implement our approach in 2025 without any changes. Further details can be found in our Engagement Policies, the Voting Guidelines, and the Stewardship Report, which are available in the ["Responsible investing"](#) section of our website.

Progress in 2025

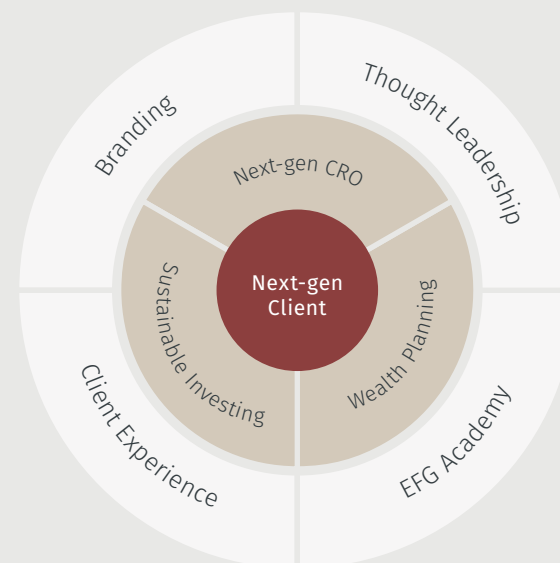
In 2025, we launched EFG's Next-gen Client Approach, a holistic strategy designed to better serve and attract the next generation of clients (see chart below). With this approach, we want to ensure that we continue to build longstanding client relationships, educate our employees about the evolving needs of our clients and offer an attractive sustainable investing offering to align with the values and expectations of the Next Generation.

We continued to conduct targeted training during the year to inform employees about our Swiss Transition Offering Framework and we have further supported our CROs – as well as certain other client-facing employees – in analysing potential client knowledge of and interest in responsible investing.

GRI 3-3 d
Art. 964b Para. 2 No. 3 CO

EFG's Next-gen Client Approach

As part of the Great Wealth Transfer, an estimated USD 22 trillion of assets are expected to be transferred to Generation X and millennials by 2034.¹ In line with our aspiration to be the private bank of choice for generations of clients, we have established a strategic Next-gen Client Approach that centres on three focus areas: The introduction of a Next-gen CRO Programme (see page 37); the enhancement of our wealth planning services; and the expansion of our sustainable investing offering. In a world shaped by climate change and technological shifts, we aim to support clients in managing long-term risks and opportunities while aligning their portfolios with their priorities and preferences.



¹ Cerulli Associates (2024): <https://www.cerulli.com/press-releases/cerulli-anticipates-124-trillion-in-wealth-will-transfer-through-2048>



Over the course of 2025, we amended the investment process for the New Capital Fund (Lux) – Strategic Defensive Fund, which allowed us to upgrade it to SFDR Article 8+ and provide investors with an enhanced product selection in this space. New Capital, EFG’s fund business arm, classifies more than 50% of its funds as Article 8 products according to the SFDR.

During the year, we continued to improve the tools used to produce SFDR periodic reporting to be able to integrate ESG data obtained from externally managed funds, and we increased the level of automation when populating the European ESG Template (EET), which is used to standardise the exchange of fund-related ESG data in EU countries. We also continued working on our GRIP software to make it more user-friendly.

Addressing challenges and mitigating risks

We continued to closely monitor the environmental footprint of our investments in line with our commitment to responsible investing and regulatory developments. Over the past few years, we gave precedence to funds classified as SFDR Article 8 or above. In 2025, we expanded our monitoring to other internal funds, measuring their emissions and benchmarking them against the broader reference market indices. We aim to enhance this approach in 2026 to further strengthen how we account for transition risk in our portfolios.

Monitoring and measuring effectiveness

As of 31 December 2025, the volume of Assets under Management classified as part of our responsible investment offering was CHF 3.01 billion (2024: CHF 2.74 billion). This compares with a total of CHF 27.8 billion of Assets under Management invested in our New Capital¹ business line of products as well as our discretionary managed assets.

To manage and track the effectiveness of portfolios linked to ESG commitments and measure the carbon footprint of investment portfolios, EFG has established controls and monitoring systems. These systems allow us to track the alignment of portfolios with their ESG commitments.

In 2025, EFG automated the calculation of its Scope 3, Category 15 GHG emissions (see page 54), enhancing both the reliability and speed of reporting, as well as the scope of the calculation by including externally managed funds. This enables EFG to gain further insights into its environmental impact and to more effectively evaluate potential next steps.

All funds classified as SFDR Article 8 products and above are assessed on a quarterly basis for externalities such as their GHG emissions, their carbon footprint as well as the discharge of any operations into water systems and hazardous waste creation.

Outlook

We will continue to adapt to the evolving regulations governing investment processes, instruments, control measures and the risk management framework. In 2025, EFG adopted new sector policies for investing and lending regarding thermal coal, Arctic oil exploration, and oil sands. These activities are associated with significant climate and nature-related externalities, as well as substantial financial risks. Consequently, EFG has decided to limit its exposure to these sectors. The specific measures outlined in these policies will be implemented in 2026.

We also aim to enhance our ESG capabilities and further improve our approach, data collection and tools in 2026. In particular, we aim to continue strengthening GRIP and develop new methodologies to better evaluate nature-related risks in line with evolving regulatory requirements. In addition, as part of EFG’s Next-gen Client Approach (see page 43), we aim to further expand our sustainable investing offering to align it with the values and expectations of the Next Generation.

Art. 964b Para. 2 No. 4 CO

GRI 3-3 e & f
Art. 964b Para. 2
No. 3 and 5 CO

¹ Cité Gestion excluded

Sustainability-related research and expertise

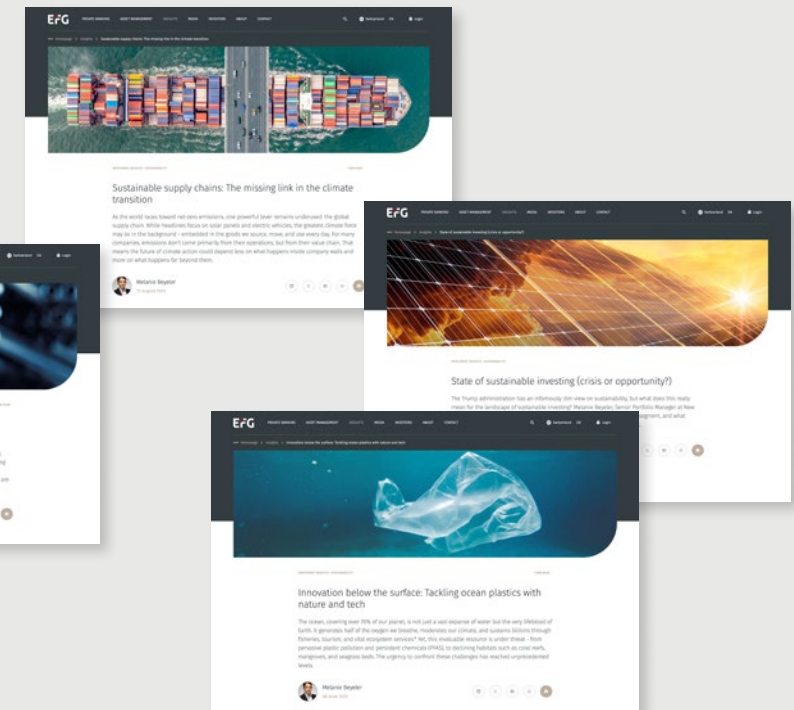
Understanding and interpreting relevant sustainability trends is central to developing sustainable investing solutions. Our experts produce research on key trends and developments in the sustainability space that we share with investors, clients and the wider public. In 2025, this included thought leadership pieces on key topics such as nuclear energy, critical minerals and the state of sustainable investing. For World Oceans Day, we published an article that explored the scale of ocean pollution and the solutions being developed as well as an in-depth piece on sustainable supply chains and their key role in a successful climate transition. Our experts collaborated with the Masters Programme in Climate and Sustainable Finance at the ICMA Centre at the University of Reading, UK, and at the Centro Studi Villa Negroni, Switzerland, and gave lectures on a regular basis, helping to raise awareness of climate topics among young and senior professionals. Additionally, our experts co-lead sustainability-focused masterclasses organised by the Swiss Finance Institute (SFI). EFG experts also participated in panel discussions on sustainability, including at Building Bridges 2025 and TSESG London – The Summit for ESG, and they contributed to education and training on sustainable investing for the Next Generation – including at King’s College at the University of Cambridge and at Institut Le Rosey in Switzerland.

EFG specialists also take part in industry initiatives, working groups and conferences. As a member of Swiss Sustainable Finance (SSF), we aim to support the development of sustainable investment products, practices and standards within the industry and to position Switzerland as a leading hub for sustainable finance.

EFG Gamma Foundation

We support the EFG Gamma Foundation, which fosters knowledge building and discussions around the areas of asset management, capital markets, fund management and governance. The Foundation also addresses ESG topics, examining questions such as how strong leadership can accelerate ESG compliance within companies or how firms can foster diversity, equity and inclusion, as well as ways of integrating ESG considerations into investment processes.

The Foundation organises conferences on investing and on financial and economic topics, as well as ESG factors. In



2025, this included events on topics such as longevity and strategic philanthropy, and how they could be integrated and have a positive social, financial and economic impact.

During the year, the EFG Gamma Foundation also produced the first four video episodes of “Gamma Explains”, its new financial education programme designed to foster a greater understanding of finance and the economy. The programme consists of short videos, each of which is dedicated to one key theme. In 2025, it addressed inflation, central banks, understanding the financial markets, and building a financial portfolio.

Digitalisation and innovation

GRI 3-3 a & b

Art. 964b Para. 2 No. 1 CO

Importance of material topic and impacts

At EFG, our culture of entrepreneurship and innovation is the driving force behind the development of new products and services that meet the changing needs of our global client base, including the Next Generation. Digitalisation, along with advanced technologies like artificial intelligence (AI) and cloud computing, plays a crucial role in delivering high-quality, personalised solutions quickly and efficiently to both private and institutional clients worldwide. Our hybrid approach blends personal relationships and expert advice with the convenience and efficiency of digital tools.

By leveraging digital platforms, AI, automation and cloud-based solutions, we strive to streamline core operations, improve productivity, boost resilience and thereby scale our services and optimise costs in a rapidly evolving environment. Staying ahead in the digital and technological advancement space is also essential to maintain client satisfaction and strengthen our competitive edge.

GRI 3-3 c

Art. 964b Para. 2 No. 2 CO

How we manage digitalisation and innovation: Strategy, policies and governance

We believe that sustained progress in the area of digitalisation and innovation is key to ensure that EFG can keep pace with the latest trends and developments and to future-proof our business. EFG pursues a dedicated digitalisation strategy for a secure, personalised and intuitive client experience.

EFG has a well-established Digital Governance Authority (DGA), which is led by the CEO of EFG International and consists of Executive Committee members and other members of senior management. The DGA plays an integral role in the oversight and execution of our digital transformation roadmap. It serves as a central forum for strategic prioritisation, managing interdependencies and monitoring progress.

The DGA works alongside project steering committees and regional sounding boards to ensure local needs are addressed and digital initiatives are effectively delivered. Progress on digital transformation is regularly reviewed, with updates provided to both the Executive Committee and the Board of Directors to ensure alignment and accountability.

In view of ever fiercer competition within the industry, such as from digital banks entering the market, and the resulting client retention risks, we aim to also leverage digital third-party vendor solutions to deliver a swift, seamless client experience.

Progress in 2025

In 2025, we further improved the usability and functionality of our digital client channels by upgrading our core banking platform and enhancing applications across the client lifecycle, as well as in data management, credit management and compliance. We have also expanded the use of internal AI tools, introducing new features to support users in delivering faster, more personalised and even higher quality services to clients. They also enable us to streamline processes to boost efficiency and productivity and to strengthen legal and regulatory compliance. EFG is committed to monitoring and optimising the usage of computing resources used for AI.

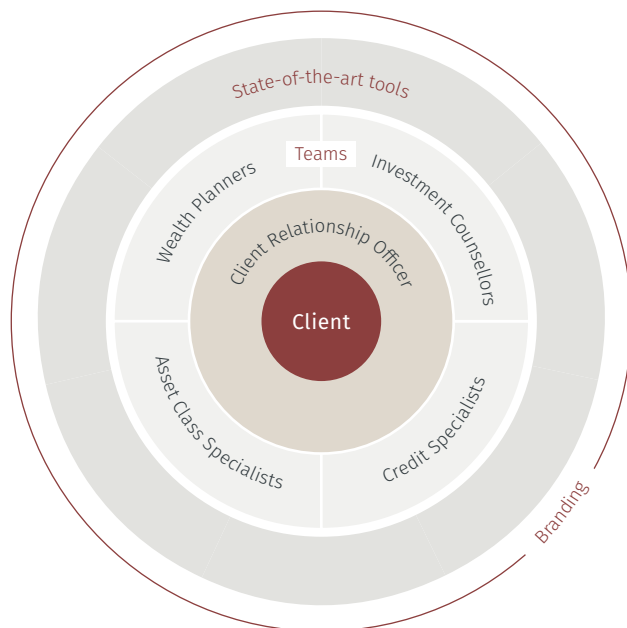
In 2025, we continued to deploy cloud services as we move ahead with our cloud strategy, taking a systematic, risk-based approach to ensure security, compliance and cost effectiveness. Our framework for managing critical data in the cloud aims to foster accountability and transparency and considers industry best practices, enabling us to accelerate digitalisation while maintaining control and simplicity.

In addition, we have introduced our plans to “augment” our CROs, including through the use of upgraded technology and the smart use of data (see chart on page 47).

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

Augmented CRO – Ready to capture untapped opportunities



CRO augmentation through

- **Teams:** Improved collaboration with ICs and asset class specialists
- **Tools:** Upgraded technology and smart use of data
- **Branding:** Enhanced awareness and client experience

Supported by upgraded key processes

- Pipeline management
- Pricing management
- Performance management
- Strategic client management
- Advisory

Addressing challenges and mitigating risks

EFG works with external specialists to ensure we have access to cutting-edge digital solutions. However, as a financial institution that is subject to strict requirements on data protection, security and business readiness (see pages 48–50), we are mindful of the need to rigorously test all new technologies, including third-party solutions, prior to their rollout to mitigate any potential risks to our systems and operations.

Monitoring and measuring effectiveness

EFG regularly monitors its progress against its digitalisation strategy and we are making tangible progress against our objectives for digital acceleration, including:

- **Enhance the digital client experience:** The average response time within user journeys has improved and more clients are active on our digital platform.
- **Increase efficiency and productivity by streamlining internal processes through digitalisation:** We have accelerated the production of portfolio health checks and reduced the occurrence of errors due to manual data entry.
- **Building a skilled digital workforce:** We have provided training in data management and data governance, operational resilience and AI and cloud services for employees.
- **Additional metrics:** By implementing additional key performance indicators and key risk indicators in 2025, we have further deepened our understanding of the performance of our digital systems and mitigated risk.

Outlook

In our 2026–2028 strategic cycle, we will focus on advancing our digital strategy and roadmap while actively monitoring relevant technological trends. In particular, we aim to further improve the client experience through the launch of a new e-banking and mobile banking solution, as well as an upgraded order management system, including pre-trade checks, and a new advisory tool.

Art. 964b Para. 2 No. 4 CO

GRI 3-3 e & f
Art. 964b Para. 2
No. 3 and 5 CO

Going forward, we will also continue to focus on delivering technological enhancements for our front office and clients. Current projects include enhancing the features of our digital client channels, the launch of a new mobile app, the implementation of a new order management system and upgrades to our advisory tools. In addition, we will focus on increasing cloud adoption and continue to invest in our core banking system. We aim to continue moving towards a hybrid model, enabling new cloud solutions to meet business needs and gradually migrating on-premise capabilities to suitable cloud-based solutions.

We are also expanding our use of AI and analytics, with the ongoing rollout of our AI chatbot, new advanced use cases and the further use of AI to deliver efficiency gains on a broader scale.

Data protection, privacy and cyber security

Importance of material topic and impacts

We have a duty of confidentiality towards our clients, employees and other stakeholders. Safeguarding their privacy and protecting their personal information from unauthorised access or misuse is therefore our top priority. We strive to ensure the fair and transparent processing of data in line with the applicable rules and regulations. We acknowledge that any weakness in systems and controls could have significant consequences, ranging from the exposure of data to financial losses, regulatory fines and the erosion of trust in EFG.

Consequently, maintaining robust data protection and cyber security measures is essential to secure the trust of our stakeholders, protect EFG's reputation and ensure our long-term success, while helping to preserve financial market integrity.

How we manage data protection and cyber security: Strategy, policies and governance

EFG periodically reviews its cyber security strategy and continuously assesses and enhances its cyber defences against external threats or incidents. In doing so, we aim to ensure appropriate risk mitigation and compliance with regulatory requirements. We also engage in an open dialogue and information exchange with regulators and independent auditors. Our cyber security programmes are designed to provide robust protection for our business, sustain operational resilience and safeguard the interests of all our stakeholders.

Information security at EFG is overseen by the Information Security Committee, which is a delegated committee of the Executive Committee. Members include the Chief Operating Officer, the Chief Risk Officer, the Head of Legal & Compliance, the Head of IT, the Global Head of Operational Risk, the Group Chief Information Security Officer and relevant subject matter experts. The Committee defines the strategic direction of EFG's information security activities, examines issues escalated by the Group's Chief Information Security Officer and determines appropriate responses. It also approves internal regulations,

GRI 3-3 a & b
Art. 964b Para. 2 No. 1 CO

GRI 3-3 c
Art. 964b Para. 2 No. 2 CO

governs information security and serves as the steering committee for information security projects.

The Information Security Strategy proposed by the Information Security Committee requires approval from the Board of Directors, which also receives regular updates on threats related to this topic. Further, the Board of Directors periodically receives reports that include information security updates with quantitative metrics, qualitative insights and notifications about external events and control testing through the Digital Interactive Risk Cockpit.

In 2025, the Group Chief Information Security Officer provided several deep dive sessions on different domains of information security to the Risk Committee of the Board of Directors. Since 2024, a member of the Board of Directors with expertise in technology and digitalisation has provided guidance on EFG's digitalisation efforts and supported the delivery of EFG's digital strategy as well as the further enhancement of our information security framework.

EFG recognises the increasing sophistication of cyber-attacks. We therefore continue to proactively invest to maintain robust cyber defences and resilient information security capabilities (including data protection and data integrity) in accordance with regulatory requirements and industry best practices. The EFG Cyber Security Framework is based on the internationally recognised NIST Cyber Security Framework, which is aligned with ISO/IEC 27001 and independently assessed annually in accordance with the ISAE 3402 standard.

The process of updating the independent cyber risk quantification assessment began in 2025 and was completed in February 2026. It evaluates EFG's cyber-related capabilities, as well the potential aggregated losses based on eight selected risk scenarios.

EFG has implemented security and data protection safeguards through formalised governance, global directives and standardised processes and controls, which are updated periodically and in response to emerging needs.

In addition, EFG has data protection agreements in place with relevant suppliers. Data privacy compliance falls within the scope of internal and external audits conducted at EFG, and it is the subject of regular privacy-related reviews, including Privacy Impact Assessments. It is also ensured through regular and mandatory privacy training for EFG employees. Relevant departments and entities also regularly engage with the EFG Data Protection Committee. In addition, our Board of Directors receives periodic reports on data protection actions.

Progress in 2025

In 2025, EFG continued to reinforce its capabilities in the area of data protection and cyber security. This includes further increasing the number of experts within EFG's Information Security team. In addition, we continued to strengthen our cyber security organisation and capabilities through EFG's Cyber Enhancement Programme. In 2025, the programme's deliverables included improved protection against Distributed Denial of Service attacks, as well as a new and improved vulnerability management solution and data protection measures in the context of cloud and AI adoption.

Reflecting the vital role that our employees play in information and cyber security, they once again completed mandatory annual training on these topics in 2025. The training emphasised the importance of promptly reporting any suspicious activity to the Security Operating Centre team.

EFG recognises that malware infections and social engineering present a significant threat and therefore places a particular focus on these topics within its training programmes. In addition, EFG's senior management received targeted training on incident response based on simulated cyber-attacks. Simulated phishing campaigns are carried out on a regular basis to assess and improve our employees' ability to identify and manage unsolicited and malicious e-mails. For employees failing multiple phishing tests, additional mandatory training is conducted. EFG also provides regular updates on security-related topics on its website.

GRI 3-3 d

Art. 964b Para. 2 No. 3 CO

Art. 964b Para. 2 No. 4 CO

Addressing challenges and mitigating risks

EFG continuously monitors its infrastructure for cyber-attacks and potential data breaches and has prepared and tested a range of response scenarios and measures. The interaction between those measures and the major incident management process is regularly tested internally and by external firms. This includes annual simulations of cyber-attacks to assess the Crisis Committee's response to any major incidents – from decision-making to communication and coordination. Lessons learned from testing and practical experience are used to further improve processes and strengthen controls.

Information security is key for operational resilience

Operational resilience is central to EFG's sustainability approach and aims to safeguard the continuity of critical services. Information security forms an integral part of EFG's operational resilience framework alongside cyber security, data protection, technology risk and third-party risk management.

EFG continuously invests in strengthening its operational resilience capabilities. Business continuity and incident response plans are tested at least annually to validate their effectiveness in preventing and mitigating disruptions, including those arising from cyber incidents for example, cyber-attacks, IT outages, or third party service failures.

In 2025, the Business Continuity Management (BCM) team was integrated into the Information Security function to strengthen synergies between business and IT continuity and to more effectively address evolving Swiss and European operational resilience regulatory requirements. This integrated approach has enhanced preparedness and will accelerate recovery capabilities and support sustained trust in EFG's services.

The management of cyber security and data protection risks is aligned with international standards and applicable regulations. Sustained efforts are made to ensure ex-ante and ex-post controls are fully functional to protect EFG against evolving and highly sophisticated attacks.

Monitoring and measuring effectiveness

To ensure the continued effectiveness of our information security and cyber security systems, we review them on a regular basis. Further, we exchange information on best practices and share insights with our peers by participating in relevant industry forums such as the WEF Chief Information Security Officer (CISO) Community. We regularly consider best practice examples from the industry and guidance from external consultants on ways to enhance our resilience.

Key risk indicators have been defined for all information and cyber security domains. They are periodically reviewed by the Information Security Committee and presented to the Board of Directors through the Digital Interactive Risk Cockpit.

In 2025, EFG's IT infrastructure was not impacted by breaches, theft or losses of EFG client data. In addition, EFG did not receive any complaints related to breaches of client privacy.

Outlook

Cyber security and data protection have undergone significant changes in terms of both technology and regulation in recent years and we expect this trend to continue going forward. EFG's senior management recognises the importance of information security and of maintaining strong capabilities in this area to protect the interests of clients and to ensure the long-term success of EFG's business. In 2026, the responsible teams will continue their efforts to maintain strong cybersecurity defences at EFG across all domains. They will place a specific focus on further enhancing the cyber resilience of the bank to counter new cybersecurity threats and on ensuring the secure deployment of cloud and AI solutions.

GRI 3-3 e & f

Art. 964b Para. 2 No. 3 and 5 CO

GRI 418-1

Art. 964b Para. 2 No. 5 CO

4 Environment



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Climate change	52
Climate governance	52
Climate transition approach	53
Climate-related impacts	55
Climate-related risk management	60
Climate metrics	64
Scope 1, 2 and 3 greenhouse gas emissions	64
Other environmental metrics	68
Other nature-related aspects	68

Climate change

Importance of material topic and impacts

As a global private banking group, EFG recognises its responsibility to support the transition to a low-carbon economy and aims to align its business and operations with the goals of the Paris Agreement. This allows us to contribute to environmental and climate protection. By managing climate-related risks and opportunities, we can help to ensure that our business remains resilient and can create sustained value for our stakeholders.

As part of our responsibility as a firm, we aim to reduce emissions through the efficient use of energy and by purchasing energy generated from renewable sources where possible, as well as by using lower-carbon means of travel. In our role as an asset allocator on behalf of our clients, we continue to enhance our sustainability-related offering and services and to improve the measurement of emissions linked to investing and financing activities.

GRI 3-3 a & b
Art. 964b Para. 2 No. 1 CO

How we manage climate change: Strategy, policies and governance

Protecting the environment and climate when conducting our business activities is a core element of our sustainability strategy (see page 30). It defines concrete initiatives and measures in areas such as environmental protection and climate action. The strategy ensures that we systematically consider and integrate sustainability factors, including strategic climate-related measures and ESG-related risks, into our business model, while expanding our offering to respond to client demand for sustainable finance (see pages 41–45).

GRI 3-3 c
Art. 964b Para. 2 No. 2 CO

Climate governance

AT EFG, two governing bodies play a central role in climate-related governance:

- (i) The Board of Directors, as the highest governing body, provides guidance and oversight.
- (ii) The Executive Committee manages risks and opportunities, including those linked to climate aspects.

Art. 3 Para. 1 lit. a
Ordinance on
Climate Disclosures

EFG's climate-related measures

GHG emissions from operations and travel	Net zero in our operations	TCFD disclosures	Transition offering	GHG reduction path for own and managed assets
Measure and disclose GHG emissions from own operations and business travel	Define and pursue a GHG reduction path to achieve a net zero target in our own operations by 2050 based on the 1.5° scenario as outlined by climate science	Report in line with the recommendations of the Task Force on Climate-related Financial Disclosures	Further enhance offering and services dedicated to climate transition and climate-related investments	Pursue a GHG reduction path for our own and managed assets, aiming for a reduction of CO ₂ emissions in line with market standards

Responsibility as a firm

Responsibility as an asset allocator

Board's oversight of climate-related risks and opportunities

The Board of Directors monitors the effectiveness of the risk management strategy through regular internal risk assessments, audits and the internal control framework. Its delegated Risk Committee receives quarterly reports on climate- and other nature-related risk exposures in client portfolios and our own portfolios. The Board of Directors has set reduction targets for greenhouse gas (GHG) emissions from own operations (Scope 1, 2 and Scope 3, Category 6) and it regularly monitors progress against those targets. It has embedded ESG- and climate factors into all risk categories in the risk management framework, the risk appetite framework and risk policies.

The Board of Directors is supported by designated committees: The Board Risk Committee supervises risks, including climate-related financial risk. Selected members of the Risk Committee have been introduced to climate-related financial risk management principles, as defined by the Bank for International Settlements (BIS), and to the framework covering governance, risk assessment, risk controls, reporting, risk integration and data infrastructure.

TCFD Governance,
Recommendation a

TCFD Governance,
Recommendation b

Further information on the Board’s oversight of ESG matters, including climate-related risks and opportunities, can be found on page 13.

Management’s role in assessing climate-related risks and opportunities

When managing risks, including climate-related risks, the Executive Committee and its delegated committees act in accordance with EFG’s risk strategy, risk appetite and risk management framework. The Executive Committee receives monthly reports on climate-related and other nature-related risk exposures in client portfolios and our own portfolios.

Climate-related responsibilities have been added to the terms of reference of the relevant sub-committees. The Executive Committee also monitors progress against EFG’s operational emissions reduction targets.

The Financial Risk Committee, a delegated committee of the Executive Committee, regularly monitors climate- and other nature-related financial risks in loans, our own investments and securities in Assets under Management by analysing key risk indicators and assessing exposures under climate stress scenarios.

Further information on the Executive Committee’s oversight of ESG matters, including climate-related risk and opportunities, can be found on page 13.

The COO function is responsible for managing energy efficiency and reducing EFG’s operational carbon footprint.

On the investment side, the ESG Product Committee defines the ESG investment policy for asset and wealth management services and products (see page 42).

Internal Audit performs regular audits, including on the ESG climate risk framework (e.g. the implementation with reference to the Basel Committee Guidelines for the effective management of climate-related financial risks).

EFG’s General Directive on ESG-related Risks defines the strategy, governance and risk management process for ESG topics. ESG elements are also embedded in the risk management and risk appetite frameworks and in the mandates of delegated committees of the Executive Committee.

EFG’s risk management strategy is founded on the three lines of defence model (see pages 22–25). Climate-related aspects are integrated into the first-line functions and second-line functions, while Internal Audit provides assurance in line with international climate risk guidelines.

Since 2024, climate considerations have also been part of our third-party risk management and due diligence. Further, EFG’s outsourcing contracts require vendors to confirm their commitment to act ethically and with integrity in their business activities. This includes the need to respect human rights (see page 17), protect the environment and practice good governance. EFG reviews adherence to these commitments and seeks evidence from vendors as appropriate.

Climate transition approach

EFG has defined a three-step approach to achieve its ambition of reducing GHG emissions in own operations (Scope 1, 2, and Scope 3, Category 6) per full-time equivalent (FTE) by 50% compared to its 2023 baseline by 2030 and of reaching net zero by 2050, thereby contributing to Switzerland’s long-term climate strategy and its target of net zero by 2050.

Step 1: Understand and measure EFG’s own carbon footprint in accordance with relevant regulatory requirements and market practice. This includes assessing EFG’s value chain emissions using recognised, science-based methodologies and high-quality data.

Step 2: Determine actions that address risks and focus on high-impact opportunities to reduce our carbon footprint in the following order: First, avoiding and reducing emissions wherever possible, then substituting carbon-intensive activities with renewable or low-carbon options, and finally addressing unavoidable residuals through credible offset projects.

GRI 308-1

Art. 3 Para. 1 to 3
Ordinance on
Climate Disclosures

TCFD Metrics and Targets,
Recommendation c

Step 3: Calibrate and implement credible emission reduction measures that are economically viable, reliable, and designed to preserve and enhance EFG's long-term competitiveness in the transition.

Depending on the type of activity and the underlying carbon footprint, these steps may be completed within a single year or over multiple years.

Own operations (Scope 1, 2 and Scope 3, Category 6)

In 2025, we executed our transition approach through the following key activities:

- 1) **Reduce and avoid:** We continued to optimise office space in the UK, the US and the Caribbean by reducing occupied space or subleasing. In the area of business travel, we made our first purchase of Sustainable Aviation Fuel.
- 2) **Substitute:** We began sourcing renewable electricity in Switzerland and Liechtenstein and energy attribute certificates for the US, the UK and Hong Kong. We also took initial steps towards installing a photovoltaic system at our Chiasso office.
- 3) **Reduce, avoid or substitute:** We continued to carefully assess the need for business travel and consider more GHG-efficient alternatives in 2025.
- 4) **Offset:** We began to compensate flight-related emissions for selected business flights through carbon offsets offered by our main carrier for EU routes.

As a result of these measures, EFG reduced GHG emissions from own operations (Scope 1, 2 and Scope 3, Category 6) by 26.6% compared to the 2023 base year, achieving a GHG emission intensity of 1.6 tCO₂e per full-time equivalent (FTE).

In the coming years, we will consider further key measures in our decarbonisation approach, including:

- 1) **Reduce:** Renovation of EFG's headquarters in Zurich to achieve significant GHG emissions reductions through a more sustainable work environment.
- 2) **Reduce and avoid:** Further optimisation of office space by reducing occupied space, subleasing and sales/lease rental termination.
- 3) **Substitute:** Systematic purchase of Sustainable Aviation Fuel for selected business flights.
- 4) **Offset:** Investment in carbon offset projects to compensate business travel emissions.

For information on GHG emissions and targets, please see pages 64–65.

Investing

In our role as an asset allocator, we recognise that the investment decisions we make can impact our carbon footprint and also contribute more broadly to the reduction of emissions and the strengthening of climate resilience. Our efforts to support these developments include engagement and stewardship activities.

In 2025, we automated the calculation of GHG emissions from investments made on behalf of our clients as well as for our treasury book and trading book (Scope 3, Category 15), allowing us to include external funds and exchange-traded funds. This has enabled us to expand our coverage to 55% of our managed assets. We now also disclose the split of GHG emissions by sector and scope. As a result, EFG can gain deeper insights into its environmental impact and evaluate potential next steps more effectively. As of 31 December 2025, the GHG emissions in our investing activities were 9,519,238 tCO₂e (see page 66).

The Climate Engine model that we use to measure the net zero alignment of companies in our own investments and our clients' portfolios was upgraded in 2025, allowing us to determine the implied temperature and evaluate whether the company is on track to meet climate targets and estimate how much it contributes to the global temperature increase. Further information can be found on page 61.

Financing

EFG recognises that its lending decisions might affect its carbon footprint. We therefore measure GHG emissions from our loan portfolio (Scope 3, Category 15), and in particular those of mortgages and commercial loans to non-financial corporates. Commercial loans account for less than 1% of the client loan portfolio.

As of 31 December 2025, the GHG emissions from our financing activities were 60,104 tCO₂e (see page 67).

In 2026, we will continue to assess measures to reduce the climate impact from investing and financing activities and to strengthen our ESG-aligned offering for clients.

Key challenges and dependencies for our transition efforts

Effective implementation of transition actions depends on several external factors:

- 1) **Data availability and quality:** Access to reliable, standardised emissions data from suppliers and portfolio companies will remain essential. For example, Scope 3 data quality and completeness often vary across sectors and regions.
- 2) **Engagement with portfolio companies:** Emissions reductions may also depend on our ability – and that of the financial sector more broadly – to influence the ESG practices of portfolio companies and encourage target-setting.
- 3) **Industry standards and methodology:** Consistent methodologies for calculating and reporting financed emissions are crucial to track and compare progress.

- 4) **Regulatory and policy environment:** Supportive and coherent government policies and regulations will be key to drive companies towards emissions reductions, while regional inconsistencies may hinder progress.
- 5) **Client expectation and demand:** Demand for sustainable investing and financing can shape our ability to implement and maintain emissions reduction strategies.
- 6) **Availability of low-carbon investment opportunities:** A lack of suitable investment opportunities may further limit our ability to reduce financed emissions.

Through our membership of industry bodies, we provide feedback on evolving regulatory standards, help shape market standards and contribute to efforts to address these challenges (see pages 31–32).

The Sustainability Steering Committee (SSTC) and the EFG Sustainability Advisory Board (ESAB) are regularly informed about how our transition efforts are progressing and any challenges that we encounter (see page 13). We also analyse feedback from stakeholders such as rating agencies, investors, NGOs and business partners to better understand their position on climate and broader sustainability topics (see pages 33–34).

Climate-related impacts

Identified climate-related risks and opportunities over the short, medium and long term

The identification and management of climate-related risks and opportunities are important elements of EFG's climate strategy. As a global private banking group, the main risks and opportunities for EFG are linked to our financing and investing activities.

Art. 3 Para. 1 lit. b
Ordinance on
Climate Disclosures

TCFD Strategy,
Recommendation a

We identify climate-related physical and transition risks that could impact our reputation, markets, operations, regulatory exposure or financial outcomes and opportunities. They may also indirectly affect counterparties, clients or collateral (credit risk).

The climate-related risks identified by EFG are:

- **Physical risks:** These result from climate change and can be driven by events (acute) or by longer-term shifts in climate patterns (chronic). Damage caused by storms, higher global temperatures, floods, droughts and rising sea levels has become increasingly apparent in recent years. Physical risks have the potential to affect EFG's office locations, data centres, suppliers or client assets (e.g. real estate).
- **Transition risks:** These are associated with the uncertain financial impacts that could result from a rapid low-carbon transition, including policy changes, reputational impacts, technological breakthroughs or limitations, and shifts in market preferences and social norms. Transition risks have the potential to affect EFG's operations, reputation, regulatory exposure, financial results and business opportunities.

The physical risk to financed properties in our mortgage portfolio is defined based on governmental severity scales for the risk of floods (UK and Switzerland) as well as landslides, avalanches and rock falls (Switzerland). The risk to our own premises is analysed through assessments that form an integral part of EFG's business continuity plans, which consider severe but plausible scenarios that EFG should protect itself against, including physical climate-related disasters. These scenarios include hurricanes in the case of our Caribbean entities and typhoons in the case of our Asian entities. Our business continuity and disaster recovery plans are regularly tested to address defined scenarios. The risk to our own premises is mitigated by the possibility of remote access and data centre back-up facilities. The continuity plan is designed to limit the impacts on productivity and revenues in the event of extreme weather events in our regions.

We aim to further integrate these risks into our risk governance and risk classification (see Annual Report from page 100), and we are monitoring climate-related financial risks affecting key portfolios and lines of business, i.e. our own investments (including the trading portfolio), loans and Assets under Management. The lack of clarity as to when climate-related risks may become evident presents a considerable challenge for risk quantification. For investing, we consider the transition risks in our investment approach.

- **Physical risks** are viewed as having a longer-term horizon. The probability of a disorderly transition may increase if regulators and markets fail to implement relevant policies to mitigate the effects of climate change. In this scenario, the severity of the impact of physical risks on our operations would be much greater than in an orderly transition scenario.
- **Transition risks** are expected to materialise in the short (5 years) to medium term (5–10 years), as new regulations enter into force over the next few years.

Climate change and the climate transition not only entail risks but may also present opportunities. Some of these opportunities may relate to products and services, such as client offerings that help to address ESG-related risks, while others may be related to practices that companies put in place to progress towards net zero emissions.

In 2025, we continued to develop our offering to support the transition to a low-carbon economy and to enable our private clients, including the Next Generation, to participate in it. We established a dedicated Sustainable Investing team to expand our sustainable investment offering in line with the evolving needs of clients, allowing them to align their portfolios with sustainability objectives (see pages 41–45).

Impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning

As a global private banking group, EFG may, at times, be exposed to various climate-related factors that might also generate business, credit, operational, liquidity, market and compliance risks, potentially impacting our financial performance, business objectives, reputation and other strategic goals. We therefore consider prudent risk management to be a critical part of our approach to business and an essential requirement to safeguard our reputation. At the same time, we see new opportunities arising in the form of new markets and clients we can serve, as well as new products and services we can offer.

EFG may be adversely affected by physical and transition risks either directly or indirectly through our clients, counterparties or collateral. Commercial loans, which represent less than 1% of the total client loan portfolio, are mainly provided to small corporates located in Switzerland. Key portfolios and related lines of business, including loans, our own investments (including the trading portfolio) and securities in Assets under Management, are monitored by EFG to identify climate-related financial risks. In addition, we perform regular climate-related stress tests to determine potential material financial impacts on our organisation. The results of these stress tests are reported on a monthly basis to the Executive Committee and on a quarterly basis to the Board of Directors' Risk Committee through regular risk reporting. For information on how these stress test results are addressed, see page 59.

The table on page 63 shows the main climate-related risks and opportunities over a short-term (5 years), medium-term (5–10 years) and long-term (+10 years) horizon.

We continue to integrate climate-related risks and opportunities considerations for the main EFG Group legal entities¹ by applying EFG Group's policies and specific local regulatory requirements. In doing so, we seek to ensure that our climate-related risk management framework remains compliant with evolving requirements.

We expect to further integrate climate-related risk considerations into our climate-related financial risk analysis as a result of the progressive enhancement of quantitative approaches and the evolution of regulatory frameworks.

EFG assumes that many physical climate-related risks will become more significant in the long term, while the prevailing approach to strategic capital planning usually involves three-year forecasts.

The impacts of climate-related risks can be extensive in terms of the sectors and regions affected. We assess the characteristics of these risks and their potential impacts on our financial, capital and liquidity position, as well as physical and transition risks, where these are deemed material.

We continue to monitor our exposure to transition and physical risks in climate-relevant sectors, including the energy, transportation and materials sectors. The monitoring process is performed both for the main legal entities and at the level of EFG International. To support the investment of client assets in green, innovative technologies and future markets, we are expanding our range of ESG-related products and services (see pages 41–45).

EFG is also enhancing client reporting to further improve ESG transparency and strengthening internal assessments of its impact, including Scope 3, Category 15 emissions.

¹ The main EFG Group legal entities are: EFG Bank – Cayman Branch, EFG Bank & Trust (Bahamas) Ltd, EFG Bank (Luxembourg) S.A., EFG Bank (Monaco), EFG Bank AG – Zurich, EFG Bank AG – Hong Kong Branch, EFG Bank AG – Singapore Branch, EFG Bank von Ernst AG, EFG Capital International Corp, EFG Private Bank – Harris Allday Division, EFG Private Bank Limited, EFG Private Bank Limited – Jersey Branch.

Climate-related risk	Risk categories affected	Potential risks	Potential opportunities to explore
Physical risks			
Acute and chronic climate change (medium to long term)	<ul style="list-style-type: none"> ▪ Credit risk ▪ Market risk ▪ Liquidity risk ▪ Operational risk 	<ul style="list-style-type: none"> ▪ Climate-related events cause damage to financed properties, reducing value ▪ Clients are unable to repay mortgages ▪ Damage to our own facilities ▪ Potential direct or indirect impact on clients' assets 	<ul style="list-style-type: none"> ▪ Reduce climate-related risk exposures through integration of acute and chronic climate change factors into credit analysis and asset allocation strategies
Transition risks			
Regulatory (short to medium term)	<ul style="list-style-type: none"> ▪ Credit risk ▪ Market risk ▪ Reputational risk ▪ Compliance risk ▪ Legal risk 	<ul style="list-style-type: none"> ▪ Government actions to promote the transition to a low-carbon economy that impact exposed sectors and related client investments ▪ Increased reporting obligations and related costs (e.g. enhanced emissions reporting obligations) 	<ul style="list-style-type: none"> ▪ Integrate ESG criteria along the investment process to improve risk-return profiles in client investment portfolios and make them more resilient to shocks resulting from climate-related risks ▪ Structure climate-related products to fund projects or assets that mitigate climate change
Technology (short to medium term)	<ul style="list-style-type: none"> ▪ Business risk ▪ Operational risk 	<ul style="list-style-type: none"> ▪ Costs related to new low-emission technologies for own operations 	<ul style="list-style-type: none"> ▪ Increase supply of renewable energy to offices ▪ Transition to zero-carbon heating: Replace fossil fuel-based heating with efficient electrical systems using water or ground source heat pumps powered by renewable electricity
Market (short to medium term)	<ul style="list-style-type: none"> ▪ Market risk ▪ Liquidity risk ▪ Credit risk 	<ul style="list-style-type: none"> ▪ Reduction of income related to clients or issuers in carbon-intensive sectors ▪ Negative impact on the value of financial instruments of issuers in exposed sectors, affecting the value of client and own portfolios which in turn affects EFG's revenues, credit and liquidity profile ▪ Loss on financed property value due to poor energy efficiency 	<ul style="list-style-type: none"> ▪ Expand product offering and our own investments to include strategies aligned with the objectives of the Paris Agreement and transition objectives ▪ Provide investment advice and solutions to enable clients to better understand and manage their exposure to climate-related risks and enhance their resilience to both physical and transition risks ▪ Finance energy efficiency projects to accompany property owners on their transition pathway
Reputational (short to medium term)	<ul style="list-style-type: none"> ▪ Business risk ▪ Credit risk ▪ Liquidity risk 	<ul style="list-style-type: none"> ▪ Decrease in income from investments in companies failing to address climate change-related risks (e.g. engaged in controversial activities related to climate change) ▪ Shifting client preferences and demand ▪ Loss of funding if EFG is perceived as not being aligned with clients' preferences 	<ul style="list-style-type: none"> ▪ Integrate client ESG interests and preferences into the advisory process ▪ Provide ESG reporting at portfolio level to identify climate-related risks and opportunities that can lead to investment proposals

Resilience of the organisation's strategy, taking into consideration different climate-related scenarios

Stress tests are an integral part of EFG's planning process and allow us to identify potential impacts on revenue, capital and liquidity that could affect our income statement and balance sheet positions. Material risks are estimated using the top risk assessment approach. By incorporating the most substantial risks into our business and capital planning processes, we aim to achieve an adequate level of resilience and protection against external risks, pressures and disruptions.

Evaluating a company's long-term resilience to climate-related risks is a highly complex undertaking. EFG is continuing to work on an evaluation of the viability of various climate stress scenarios. The high degree of uncertainty around the timing of climate-related risks and the absence of a regulatory standard governing stress scenarios constitute a challenge for climate-related financial risk assessment.

In the absence of a regulatory standard, we regularly run stress tests based on three main stress scenarios defined by the Bank of England (BoE) in 2019. They build on the scenarios developed by the Intergovernmental Panel on Climate Change (IPCC):

1) Sudden disorderly transition

In this scenario, action to address climate change is delayed by ten years. To compensate for the delay, a more severe adjustment is required, with a steeper increase in global carbon prices, in a late attempt to meet climate targets. Companies and consumers change their behaviour in response to these dramatic shifts and there is a sharp repricing of assets as a result, leading to a macroeconomic shock. The climate target is still met. However, the achievement of the target causes a significant degree of disruption to the economy.

2) Orderly transition

Under this scenario, early and decisive action is taken to reduce global emissions in a gradual way, with clearly signposted government policies implemented relatively smoothly. Companies and consumers gradually align their behaviour with a carbon-neutral economy under this scenario. Financial markets price in the transition in an orderly fashion and take advantage of the opportunities that the transition provides. In

this scenario, there is a structural reallocation but no other macroeconomic shock. These actions are sufficient to limit global average temperature increases to below 2°C. However, even this moderate increase in global temperatures leads to higher physical risks.

3) No transition

Under this scenario, governments fail to introduce policies to address climate change other than those already announced. Companies and consumers do not change their behaviour to reduce emissions compared to current trends. There is also only a limited technological transition. As a result, the climate target is not met and the global average temperature increases substantially by 2080. This scenario is characterised by chronic changes in weather (e.g. rising sea levels), as well as more frequent and extreme weather events (e.g. flash floods). Consequently, under this scenario, there are limited transition risks but significant physical risks.

These stress scenarios consider the impacts of both physical risks and transition risks. The "Sudden disorderly transition" scenario is characterised by elevated transition risks, while the "No transition" scenario would entail high physical risk. The "Orderly transition" scenario assumes moderate physical and transition risks. The BoE stress test focuses on equities and bonds from companies in climate-sensitive sectors. The climate-related risks in our own investment and trading portfolios, as well as the indirect risk to Lombard loans and clients' securities portfolios (i.e. Assets under Management), are assessed using these scenarios and shocks, with a distinction being made between transition and physical risks.

We have conducted climate stress scenario analyses on a monthly basis since 2022, primarily as an opportunity to improve strategic resilience and explore vulnerabilities to climate factors.

Like other risks, climate-related factors are included in the process of assessing top risks. Based on the current methodologies we apply, climate-related financial risks do not appear to be a top or material risk for EFG in the short to medium term. In fact, we have a limited exposure to non-financial corporate loans (commercial) and the diversification policy for the Lombard portfolio limits related risk concentrations. In

our own investment portfolio, the exposure to corporate issuers is very limited. The results of the stress simulations show negligible impacts when applying the BoE stress methodology, without adverse impacts on our business strategy.

The climate-related risk assessment for the main portfolios (e.g. real-estate financing, our own investments, Lombard loans and clients' securities) is performed at the level of EFG International with segmentation for the main EFG Group legal entities, which may, in turn, implement further controls at a local level. The consolidated climate-related risk exposures, both for concentration and stress scenarios, are regularly reported to the Financial Risk Committee, the Executive Committee and the Risk Committee of the Board.

The main EFG Group legal entities¹ regularly report climate-related exposures to local management.

Climate-related risk management

Processes for identifying and assessing climate-related risks

EFG's risk management framework considers existing and emerging regulatory requirements related to climate change. Risk categories are defined in EFG's risk taxonomy and included in the risk management framework. The risk management process is described in the related risk policies and general directives. These risk categories establish a common denominator for risks across EFG and thereby enable alignment across regions, divisions and support functions. Climate-related factors are treated as risk drivers within existing risk categories, in line with FINMA's view. We identify climate-related physical and transition risks that may affect our reputation, market, operations, regulatory exposure or financial outcomes and opportunities (see page 58).

EFG is continuing to strengthen its internal control framework and operational capabilities to define suitable metrics for assessing climate-related risks. In line with regulatory requirements and expectations, we monitor climate-related risk metrics for specific legal entities and at the level of EFG International for key portfolios (loans, our own investments, and securities in Assets under Management) using dashboards that track exposures and key risk indicators for market, liquidity (our own investments), credit (loans) and business risk (securities in Assets under Management).

The EFG investment framework incorporates measures to gain a better understanding of ESG-related and climate-related risks affecting investments in securities, helping us to evaluate investment attractiveness and risk.

For sovereign investments, EFG assesses the vulnerability of countries to ESG- and GHG-related risks using proprietary models and external data sets including the Notre Dame Global Adaptation Index (ND-GAIN), which indicates country readiness to implement adaptation solutions and their degree of climate change vulnerability. Further, EFG uses a tool to evaluate the impact of ESG risks with a specific emphasis on climate transition-related risks for companies (see page 62).

EFGAM's New Capital funds that are classified as Article 8 or Article 9 funds under the Sustainable Finance Disclosure Regulation (SFDR) are also monitored with regard to several Principal Adverse Impact (PAI) indicators and measured against internal thresholds.

In 2025, EFG expanded its monitoring of investment-related GHG emissions to all New Capital funds and climate-focused discretionary mandates.

Art. 3 Para. 1 lit. c
Ordinance on
Climate Disclosures

TCFD Risk Management,
Recommendation a

¹ The main EFG Group legal entities are: EFG Bank – Cayman Branch, EFG Bank & Trust (Bahamas) Ltd, EFG Bank (Luxembourg) S.A., EFG Bank (Monaco), EFG Bank AG – Zurich, EFG Bank AG – Hong Kong Branch, EFG Bank AG – Singapore Branch, EFG Bank von Ernst AG, EFG Capital International Corp, EFG Private Bank – Harris Allday Division, EFG Private Bank Limited, EFG Private Bank Limited – Jersey Branch.

Processes for managing climate-related risks

EFG's General Directive on ESG-related Risks sets out the governance, framework and processes for managing ESG and climate-related risks and opportunities. It establishes the approach for overseeing ESG risks on the overall balance sheet and within client assets, and it assigns clear roles and responsibilities to the Board, Executive Committee and key functions. The General Directive covers the full ESG risk management cycle, including identification, measurement, controls, reporting and mitigation across major risk categories such as credit, liquidity, business, market and non-financial risks such as operational, compliance, legal and reputational risks. Additionally, it introduces a common language for ESG risk management and specifies the risk metrics used to assess and monitor these risks.

Each quarter, EFG calculates the GHG emissions, footprint and intensity for all funds classified as SFDR Article 8 or Article 9 funds and compares the outcome with internal thresholds. This information is reported to the ESG Product Committee and other internal committees to assess the levels of risk. If a threshold is exceeded, engagement or rebalancing of the portfolio is required to reduce GHG emissions with the exception of those investments with an approved net zero approach or mitigating measures in place.

To better evaluate climate-related risks, EFG has developed two specific approaches: The Climate Engine (see box) and the Carbon Border Adjustment Mechanism.

EFG Climate Engine

The Climate Engine is EFG's proprietary analytical model designed to assess transition risks and opportunities and to evaluate the credibility of companies' net zero commitments. It translates complex emissions data into a measure of the alignment of individual companies – or entire portfolios – with global climate goals.

The Climate Engine helps EFG and our clients to understand whether a company is on track to meet climate targets. By combining data on current emissions and past emissions as well as stated reduction commitments, the model projects future GHG emissions and expresses the results as an “implied temperature”. This means that it estimates how much the company contributes to global temperature increase, providing a useful indicator of alignment with the objectives of the Paris Agreement.

The Climate Engine uses a regression-based approach to forecast companies' Scope 1 and 2 emissions, building on the CDP-WWF Temperature Scoring Methodology also adopted by the Science Based Targets initiative (SBTi). It integrates data on the historical emissions, revenues and reduction

targets of companies and their sectors to estimate future carbon emissions and then compares this with projected emission pathways from the IPCC AR6 report to assess the implied temperature rise.

Inherent limitations

Sourcing reliable emissions data across regions and sectors remains difficult, particularly for Scope 3 emissions. The Climate Engine relies on publicly available information and company disclosures, which can vary in quality and consistency. Moreover, regression-based forecasts are statistical metrics that rely on companies to deliver on their carbon reduction targets and accurately report on progress. As a result, Climate Engine results should be interpreted as directional indicators rather than precise forecasts.

To gain a more holistic view of the climate resilience of companies, future iterations of the Climate Engine will aim to explore links between physical and transition risks.

Carbon Border Adjustment Mechanism (CBAM)

To assess transition risk, EFG uses an internal tool that allows it to define multiple scenarios for a fair price on carbon emitted during the production of carbon-intensive goods. It is based on the Carbon Border Adjustment Mechanism (CBAM) regulation. The tool allows EFG to incorporate the emissions forecasted by the Climate Engine and to estimate how different carbon prices applied to different jurisdictions can impact earnings and revenues. This forward-looking assessment supports investment decisions by adding a climate-related risk dimension.

EFG voting guidelines

EFG has a climate voting policy for its equity funds to encourage investee companies to improve transparency around climate change. We believe that through our voting and engagement activities, we can positively influence the behaviour and corporate governance of investee companies. More information can be found in the New Capital Stewardship Report.

Processes for identifying, assessing, and managing climate-related risks

EFG's risk appetite framework (see page 23) is of key importance in the identification and management of risk, and EFG classifies climate-related factors as elements within the existing risk categories. These categories currently include credit risk, operational risk, reputational risk, market risk, business risk and liquidity risk.

Financial risks influenced by and associated with climate-related factors

Risk family	Risk category	Definition	Portfolios/activities
Financial risk	Market risk	Climate-related drivers may have a significant impact on the value of financial assets. Specifically, physical and transition risks can alter or reveal new information about future economic conditions or the value of real or financial assets, resulting in downward price shocks and an increase in market volatility in traded assets. The market risk could be direct (i.e. our own nostro positions) or indirect through client positions (see business risk) or in client collateral (see credit risk).	<ul style="list-style-type: none"> Financial investments book Trading book
	Liquidity risk	Climate-related drivers may impact EFG's liquidity risk directly, through their ability to raise funds or liquidate assets, or indirectly through client demands for liquidity. Climate-related factors can lead to asset liquidity risk (e.g. loss in value of liquidity reserve financial instruments), together with funding liquidity risk (e.g. deposits withdrawals), generated by a change in clients' preferences or reputational damage.	<ul style="list-style-type: none"> Client funding Financial investments book Trading book
	Credit risk	Physical and transition risk drivers increase EFG's credit risk as soon as they have a negative effect on a borrower's ability to repay and to service debt (the income effect) or on EFG's ability to fully recover the value of a loan in the event of default because the value of any pledged collateral or the recoverable value has been reduced (the wealth effect). EFG is exposed to credit risk in two principal portfolios: Loans and mortgages.	<ul style="list-style-type: none"> Lombard loans Commercial loans Mortgages
	Business risk	In addition to risks to EFG's own investments, climate-related factors could also impact client investments (e.g. transition risk) and therefore EFG's revenues (e.g. decrease in value of securities in Assets under Management impacting fee and commission revenues).	Assets under Management: <ul style="list-style-type: none"> Execution only Advisory Discretionary

Non-financial risks influenced by and associated with climate-related factors

Risk family	Risk category	Definition	Portfolios/activities
Non-financial risk	Operational risk	For climate-related risk, physical hazards can disrupt business continuity.	<ul style="list-style-type: none"> Our own buildings Leased buildings Operations
	Compliance risk	EFG may be exposed to increasing compliance risk (financial crime and conduct risk), as well as legal, litigation and liability costs associated with climate-related aspects. Greenwashing is the practice of marketing a company or financial product, for example, so that it appears more environmentally friendly or more ecological (more natural, recyclable, or less wasteful of natural resources) when, in practice, its activities pollute the environment.	Overall bank activities
	Legal risk	Climate-related lawsuits could target EFG due to past environmental conduct.	Overall bank activities
	Reputational risk	EFG may be exposed to reputational risk as a consequence of other risk categories. Indirect reputational risks may be a result of business activities with companies that have an exposure to climate-sensitive industries.	Overall bank activities

GRI 3-3 e & f
Art. 964b Para. 2
No. 3 and 5 CO
Art. 3 Para. 1 lit. d
Ordinance on
Climate Disclosures

Monitoring and measuring effectiveness and progress in 2025

Metrics used by EFG to assess climate-related risks and opportunities

EFG measures its energy consumption and GHG emissions for different areas of its operations: Use of combustibles in the company's own heating systems, production of electricity and district heat obtained from third parties, and business travel activities. In 2025, we added waste production to our environmental metrics, which previously included only water and paper consumption. Since 2024, we also measure the GHG emissions from our investing and financing activities. Currently, this covers clients' assets under management, own assets (trading and investment books), residential and commercial mortgages, and commercial loans to non-financial corporates.

Scope 1, 2 and Scope 3 GHG emissions and targets

As part of our efforts to operate sustainably and reduce our environmental impact, we continuously monitor and report energy consumption and GHG emissions. These metrics help us to track progress, identify areas for improvement and align with broader efforts to combat climate change.

Own operations

The following disclosures cover our energy usage and GHG emissions globally, divided into the categories Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy) and Scope 3, Category 6 (business travel).

TCFD Metrics and Targets,
Recommendation a

Art. 3 Para. 1 lit. d and
Para. 4 Ordinance on
Climate Disclosures

TCFD Metrics and Targets,
Recommendation b, c

Energy consumption (MWh)

	2023	2024	2025
Electricity consumption	9,721	9,461	8,997
From non-renewable sources	9,721	9,461	2,384
From renewable sources (renewable electricity procurement, energy attribute certificates) ¹	n/a	n/a	6,613
District heating/ cooling consumption	4,094	4,551	3,595
Fuel consumption ²	2,634	2,504	2,878
Total energy consumption	16,448	16,515	15,470
Energy intensity (MWh/FTE) ³	5.6	5.5	5.3

GRI 302-1, GRI 302-3,
GRI 302-4

All figures are rounded and are based on the level of knowledge as of January 2026.

From FY2024, for offices below 600 m², energy consumption is calculated either by multiplying the average consumption per full-time equivalent (FTE) of offices above 600 m² by the number of FTEs of the office below 600 m² or the average consumption per square meter of offices above 600 m² by the number of square meters of the office below 600 m².

From FY2025, Q4 energy consumption is estimated using prior-year Q4 energy consumption or latest available energy consumption data. Estimates will be updated with actuals in the next reporting cycle, and prior year figures will be restated if needed according to EFG's restatement procedures.

¹ Systematic measurement of electricity from renewable sources started from FY2025. In FY2025, for all offices in Switzerland and Liechtenstein, renewable electricity was procured. For all offices in Hong Kong, the UK and the US, unbundled energy attribute certificates were procured alone, separate from the underlying generation they are issued to, and separate from the procurement of electricity for their operations.

² Fuel consumption includes heating oil, natural gas, diesel and petrol consumption.

³ Total energy consumption and energy intensity is calculated using the reported total energy consumption (MWh) divided by the total number of FTEs. The total number of FTEs is calculated as of the financial year-end and includes permanent and temporary employees (apprentices, interns, trainees), excluding Shaw and Partners and its consolidated legal entities, Cité Gestion, as well as contractors/consultants.

GRI 305-1, GRI 305-2,
GRI 305-3, GRI 305-4,
GRI 305-5

Scope 1, 2 and Scope 3, Category 6 greenhouse gas emissions (tCO₂e)

	GHG emissions			Progress vs FY2023 base year	
	2023	2024	2025	2024	2025
Scope 1 ¹	617	556	611	-9.9%	-0.9%
Scope 2 ²	2,556	2,448	1,027	-4.2%	-59.8%
Scope 3, Category 6 ³	3,080	3,069	2,952	-0.4%	-4.1%
Business travel before offsets	3,080	3,069	2,993	-0.4%	-2.8%
Business travel including offset ⁴	3,080	3,069	2,952	-0.4%	-4.1%
Scope 1, 2 and Scope 3, Category 6 ⁶	6,253	6,073	4,591	-2.9%	-26.6%
Scope 1, 2 and Scope 3, Category 6 (tCO ₂ e per FTE) ^{5,7}	2.1	2.0	1.6	-5.1%	-25.9%
Scope 1, 2	3,173	3,004	1,639	-5.3%	-48.4%
Scope 1, 2 (tCO ₂ e per FTE) ⁵	1.1	1.0	0.6	-7.5%	-47.9%

All figures are rounded and are based on the level of knowledge as of January 2026.

¹ Scope 1 emissions include emissions generated using combustibles for EFG's own heating systems and vehicle fleet. Emissions are calculated using emission factors from Defra (2025) data available in each reporting year. Emission factors released after the end of the reporting year are not applied retrospectively, and historical emissions are not restated to reflect such changes.

² Scope 2 emissions include emissions generated by the production of electricity and district heating/cooling obtained from third parties; calculated using location-based method (1,532 tCO₂e) and deducting tCO₂ GHG emissions resulting from the purchase of Energy Attribute Certificates (EACs) for all offices in the US, the UK, and Hong Kong. Emissions are calculated using emission factors from the most recent IEA (2025) data for electricity and Defra (2025) data for district heating/cooling available in each reporting year. Emission factors released after the end of the reporting year are not applied retrospectively, and historical emissions are not restated to reflect such changes.

³ Scope 3 emissions include emissions from business travel (Category 6), calculated using a spend-based approach. Emissions are calculated using emission factors from the most recent EXIOBASE (v3.11) data available in each reporting year. Emission factors released after the end of the reporting year are not applied retrospectively, and historical emissions are not restated to reflect such changes. From FY2025, when applicable, carbon offsets used by airlines to compensate all or parts of emissions from air travel are considered. For offices that do not use EFG's central travel management system to expense their business travels, business travel is estimated based on the average spending per full-time equivalent (FTE) of offices using EFG's central travel management system.

⁴ Systematic consideration of carbon offsets from 2025.

⁵ The total number of FTEs is calculated as of financial year-end and includes permanent and temporary employees (apprentices, interns, trainees), excluding Shaw and Partners and its consolidated legal entities, Cité Gestion, as well as contractors/consultants.

⁶ Target: Ambition to reach net zero in own operations by 2050 from a FY2023 base year, in alignment with the Paris Agreement to hold the increase in global temperatures at well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels; target type: Absolute target (long-term); emission scope: Combined Scope 1, 2 and Scope 3, Category 6 emissions; coverage: 100% of the combined Scope 1, 2 and Scope 3, Category 6 emissions; approach: see pages 53-54.

⁷ Target: Ambition to achieve a 50% reduction in greenhouse gas emissions in own operations per FTE by FY2030 from a FY2023 base year; target type: Intensity target (near-term); emission scope: Combined Scope 1, 2 and Scope 3, Category 6 emissions; coverage: 100% of combined Scope 1, 2 and Scope 3, Category 6 emissions; approach: see pages 53-54.

Investing

The majority of EFG's exposure to GHG emissions arises from Scope 3, Category 15 emissions. These may give rise to transition risks, since regulatory changes or carbon pricing mechanisms could affect the value of investments.

In line with our transition approach, measuring emissions linked to our financial activities is the starting point for managing risk, identifying opportunities and progressing on our decarbonisation journey.

The following table shows Scope 3, Category 15 GHG emissions as of 31 December 2025 for investments made on behalf of clients (managed assets) as well as for our treasury book and trading book (own assets).

Investment-associated emissions and emissions intensity

	2024		2025			
	Scope 1, 2, 3 GHG emissions (tCO ₂ e)	tCO ₂ e per mCHF invested	Scope 1, 2, 3 GHG emissions (tCO ₂ e)	tCO ₂ e per mCHF invested	Scope 1, 2 GHG emissions (tCO ₂ e)	tCO ₂ e per mCHF invested
Managed assets¹	6,579,145	540	8,754,263	574	1,184,349	78
Direct investments	6,579,145	540	6,502,765	563	743,759	64
Collective Investment Schemes ²	–	–	2,251,498	606	440,590	119
Own assets¹	668,755	100	764,975	120	77,674	12
Total	7,247,901	383	9,519,238	440	1,262,023	58

All figures are rounded and are based on the level of knowledge as of January 2026.

¹ The calculation of GHG emissions follows the standards of the Partnership for Carbon Accounting Financials (PCAF). To perform the GHG calculation, EFG obtains third-party data or, if not available, uses estimates based on median GHG emissions for similar industries within the same geographic region. We recognise that the calculation of GHG emissions can be affected by a lack of data availability, errors and inconsistencies in sourced data from investee companies or external data providers and the reliance on estimates, where necessary. In certain industry sectors, such as the financial sector, the reporting of Scope 3 emissions is not yet common practice. As reporting on Scope 3 GHG emissions expands, our reported Scope 3, Category 15 GHG emissions would be expected to increase.

² Product scope: The calculation of GHG emissions only considers discretionary managed accounts, New Capital Funds, and our own assets (trading and investment books). It excludes sub-advised funds. Assets under Management coverage 2025 (2024): Managed Assets 55%, excludes Cité Gestion (48%); Own assets 71% (68%).

³ Instrument scope: In 2024, direct investments in securities (equities and bonds). It therefore excludes, for example, cash, third-party funds, ETFs and sovereigns. From FY2025, also includes emissions associated with third-party funds, ETFs and trusts using data from the European ESG Template (EET) or own reported emissions.

Investment-associated emissions of key sectors FY2025

Sector ¹	2025			
	Scope 1, 2 GHG emissions (tCO ₂ e)	tCO ₂ e per mCHF invested	Scope 1, 2, 3 GHG emissions (tCO ₂ e)	tCO ₂ e per mCHF invested
Materials	399,052	579	1,406,665	2,042
Financials	4,473	0	1,344,689	146
Energy	124,308	226	1,309,647	2,383
Industrials	84,990	64	1,181,857	888
Consumer discretionary	25,760	18	1,011,797	706
Utilities	144,152	265	425,243	781
Information technology	11,847	7	299,015	187
Consumer staples	10,508	24	188,888	427
Healthcare	6,370	6	60,478	61
Communication services	8,569	9	33,222	34
Real estate	1,405	7	6,240	32
Collective investment schemes	440,590	119	2,251,498	606
Total	1,262,023	58	9,519,238	440

All figures are rounded and are based on the level of knowledge as of January 2026.

¹ Global Industry Classification Standard (GICS)

Financing

The following table provides an overview of GHG emissions as of 31 December 2025 from our mortgages and commercial loans portfolios.

Lending-associated emissions of key sectors

Asset class/sector	NACE Level 1	Outstanding exposure ¹ (mCHF)		Scope 1 and 2 emissions (tCO ₂ e)		Scope 3 emissions (tCO ₂ e)		Economic intensity (tCO ₂ e/mCHF)		Scope 1 and 2 PCAF score ⁴		Scope 3 PCAF score ⁴	
		2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Residential and commercial mortgages ^{2,3,5}		5,773	5,989	9,163	10,320	n.a.	n/a	1.6	1.7	4	4	n.a.	n.a.
Commercial loans to non-financial corporates ⁶													
Agriculture, forestry and fishing	A	6	5	762	667	4,837	4,832	917	1,118	5	5	5	5
Mining and quarrying	B	1	0	196	98	698	386	1,490	1,210	5	5	5	5
Manufacturing	C	17	26	149	211	554	1,813	41	78	5	5	5	5
Electricity, gas, steam and air conditioning supply	D	5	6	1,381	1,579	10,284	16,420	2,357	2,950	5	5	5	5
Water supply; sewerage, waste management and remediation activities	E	0	0	1	1	11	6	122	109	5	5	5	5
Construction	F	8	5	390	239	3,247	2,095	460	481	5	5	5	5
Wholesale and retail trade; repair of motor vehicles and motorcycles	G	56	29	1,121	622	23,488	20,536	443	740	5	5	5	5
Transportation and storage	H	12	3	339	88	698	192	87	100	5	5	5	5
Total commercial loans to non-financial corporates and real estate mortgages		5,877	6,062	13,502	13,825	43,817	46,279	9.8	9.9	4	4	5	5
Other commercial loans to financial and other companies		8	2										
Lombard and other advances to customers		12,040	13,344										
Total loans and advances to customers		17,925	19,408										

All figures are rounded and are based on the level of knowledge as of January 2026.

¹ Outstanding exposure includes total loans and advances to customers (on-balance sheet).

² Of which 0.8% not assessed (CHF 160 million).

³ In 2024, Swiss mortgages - Scope 1 only.

⁴ PCAF scores represent weighted average based on outstanding exposure.

⁵ Residential and commercial mortgages: This asset class includes on-balance sheet loans for the purchase and refinancing of residential property, including individual homes and multi-family housing with a small number of units for commercial activities. For real estate, the attribution is based on the loan-to-value (LTV) of the property. PCAF specifies that residential real estate LTV is calculated using the original property value or, alternatively, the latest property value available. This value is then fixed afterwards for the following years of GHG accounting. When calculating financed emissions, a building's annual emissions are therefore attributed based on the ratio between the outstanding amount and the property value at the time of loan. Financed emissions from mortgages are calculated by multiplying the attribution factor by the emissions of the building or proxy PCAF emissions for similar buildings.

⁶ Commercial loans (business loans) to non-financial corporates: Financed emissions represent the carbon emissions of our corporate clients as they are attributed to EFG. According to PCAF asset class definition, these loans include all on-balance sheet loans

and lines of credit to businesses, non-profits, and any other structure of organisations that are not traded on a market and are intended for general corporate purposes (i.e. with unknown use of proceeds). Any off-balance sheet loans and lines of credit are excluded. Business loans to finance commercial real estate are considered in the above section on residential and commercial mortgage loans. According to the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, GHG emissions from loans are allocated based on the proportional share of lending to the borrower. The attribution factor is calculated by determining the share of the outstanding amount of loans over the total equity and debt of the company to which EFG has lent money. Corporate emissions are estimated based on economic activity data collected and reclassified to NACE categories. Non-financial corporates include companies under NACE code A to H, as reported in the financed emissions table. Emissions data are collected through external providers. The proxy by region and sector is determined as per the investing emissions process, computing the enterprise value weighted emission (e.g. tCO₂e/million for a specific sector in a geographical region). The PCAF data quality score is 5 for non-financial corporate loans. PCAF quality score 5 corresponds to the estimated building energy consumption per building based on building type, location-specific statistical data and the number of buildings. The PCAF data quality scoring system is designed to evaluate the reliability and quality of data used in calibrating financed emissions. This system assigns scores on a scale from 1 to 5, where 1 represents the highest quality and reliability of data, and 5 denotes the lowest.

Other environmental metrics

EFG also monitors the following environmental metrics:

	2023	2024	2025
Paper purchased (in t) ¹	59	62	52
Water (m ³) ²	53,387	157,690	183,635
Waste (in t) ³	n/a	n/a	173
Recycled	n/a	n/a	79
Residual	n/a	n/a	94

All figures (rounded) are based on the level of knowledge as of January 2026.

¹ From FY2024, for offices below 600 m², purchased paper is calculated by multiplying the average consumption per full-time equivalent (FTE) of offices above 600 m² by the number of FTEs of the office below 600 m².

² From FY2024, for offices below 600 m², water consumption is calculated by multiplying the average consumption per square meter of offices above 600 m² by the number of square meters of the office below 600 m². In addition to potable water consumption, the represented figures include industrial water (most relevant consumption item) used for heating and cooling (for FY2023, figures do not include industrial water).

³ From FY2025, waste data (recycled and residual) were recorded from entities able to collect actual data. For locations below 600 m², waste consumption is calculated by multiplying the average consumption per full-time equivalent (FTE) of offices above 600 m² by the number of FTEs of the office below 600 m². In total, the reported locations represent ~85% of total FTEs.

In 2025, we once again actively encouraged employees to use eco-friendly water dispensers installed in our offices in Switzerland and we plan to extend this initiative to larger office locations in other regions. We also continued reducing paper usage by digitalising processes and optimising printer settings.

EFG continues to pursue opportunities to use resources efficiently, look for more environmentally friendly alternatives and find sustainable solutions.

Other nature-related aspects

Starting from 2025, in addition to our established climate-related financial risk assessment, EFG started measuring other nature-related financial risks in the key portfolios, covering clients' Assets under Management, own assets (trading and investment books) and Lombard loans' securities collaterals.

The assessment of other nature-related financial risks is performed under the form of a risk heatmap¹ covering both dependencies and impacts. The sector-level heatmap helps us to identify concentrations of dependencies and impacts.

Dependencies are analysed in terms of soil erosion and water supply. Impacts are assessed in terms of land use, water use, air pollution, soil and waste pollution, and emission of toxic soil and water pollutants.

Outlook

We will consider further steps to pursue our decarbonisation approach and will continue to integrate climate-related risks and opportunities (including nature-related aspects) in our investment and risk management frameworks.

¹ The risk heatmap is based on the information sourced from Encore tool.

5 Society and role as an employer



Employer of choice	70
Working conditions	76
Diversity, inclusion and equal opportunity	79
Our social commitments	84

Employer of choice

GRI 3-3 a & b

Art. 964b Para. 2 No. 1 CO

Importance of material topic and impacts

We believe that our people are our most important asset since the long-term success of our business ultimately depends on their ability to deliver best-in-class service and advice to our clients and to create lasting value for all our stakeholders. Our employees' knowledge, diverse backgrounds and responsible conduct are all key to cultivating trust and building strong and lasting relationships with our clients worldwide. Failing to attract, develop and retain talented professionals in today's highly competitive labour market could lead to a decrease in the quality of our services and productivity, adversely impacting our value creation and competitiveness.

GRI 3-3 c

Art. 964b Para. 2 No. 2 CO

How we manage the topic "employer of choice": Strategy, policies and governance

To position EFG as an employer of choice for top talent in private banking, we pursue a strategy that consists of three pillars:



Pillar 1: Attracting the right talent

We want to attract and retain talented professionals with the skills, experience and mindset that fit our values, purpose and strategic ambitions.



Pillar 2: Developing our people

We want to support our employees at all stages of their career, enabling them to progress professionally and invest in their future skills.



Pillar 3: Engaging our people

We want to interact and engage with our people by creating and serving a shared purpose, bringing our corporate values to life, fostering a diverse and inclusive workplace, and recognising and rewarding excellence.

Our people strategy is overseen by the Global Head of Human Resources (Chief People Officer), who is a member of the Executive Committee of both EFG International and EFG Bank SA and a member of the Global Business Committee of EFG International.

Our Human Resources (HR) function ensures the consistent and effective management of EFG's human capital across all areas – from recruitment, talent and performance management and succession planning to compensation and training. The principles governing these activities are set out in our HR Policy, which is supplemented by detailed general directives on specific topics, including health, safety and wellbeing and diversity, equity and inclusion, as well as whistleblowing (see pages 18–19) and psychological and physical harassment.

These principles and activities underpin EFG's strategic objectives and regulatory obligations, while reinforcing EFG's ambition to be an employer of choice and positioning HR as a trusted strategic partner to the business.

In addition, EFG's Human Rights Statement (see page 17) sets out our commitment to respecting human rights in our role as an employer, as a financial services provider and in our relationship with the communities in which we operate.

Progress in 2025**Pillar 1: Attracting the right talent**

In a highly competitive industry, EFG strives to be an employer of choice for both experienced professionals and young talent by providing a dynamic and inspiring working environment, offering career development opportunities and fostering a culture that empowers talent and encourages excellence.

We recognise that a robust corporate culture built on strong values and good conduct is key to ensure the long-term success of our company. We therefore assign a high level of importance to ensuring that we attract talents who share EFG's values and entrepreneurial mindset, and we expect all our people to act professionally, diligently and with integrity at all times.

In 2025, we continued to strengthen our global recruitment practices with the goal of attracting diverse, skilled professionals who can contribute to the success of our organisation. This includes our strategic approach to identifying and hiring top-tier Client Relationship Officers (CROs) who share our client-centric values and unique entrepreneurial approach. EFG hired 79 new CROs in 2025 (including 28 CRO hires approved and entering in 2026), bringing our total number of CROs worldwide to 763¹. The total number of CROs also reflects 67 CROs who were onboarded as part of the acquisitions of Cité Gestion in Switzerland and ISG in New Zealand. Our success in hiring experienced CROs with sizeable portfolios reflects our increased competitiveness in the market and our attractive CRO model (see pages 35–38). Over the course of the year, we also hired a total of 438 non-CROs globally (including 143 from the acquisition of Cité Gestion and of ISG), further strengthening our support functions.

Young talent

We recognise the important contribution that younger professionals make to our business by bringing fresh insights and perspectives, thus also ensuring that we understand the specific needs and expectations of the Next Generation. In 2025, we launched the Next-gen CRO

Programme, which is designed to attract external young talent to EFG – from early-career CROs or client-facing professionals to recent graduates – and is also targeted at high-potential EFG employees with an interest in growing into a frontline role. Under the guidance of a senior CRO “sponsor”, these young professionals embark on a

Partnerships with academia and young talent programmes

We collaborate with leading universities and other partners in different regions to position EFG as an attractive employer and to identify students and other high potentials interested in pursuing a career in finance. These activities include:

Switzerland

- EFG sponsors and provides scholarships for the Master of Science in Quantitative Finance (MScQF) programme, a joint Master's degree offered by the University of Zurich together with the Swiss Federal Institute of Technology (ETH) Zurich.
- We fund the “Women in Finance” scholarship at the Swiss Federal Institute of Technology in Lausanne (EPFL) to support one female laureate each year from 2024 to 2029.
- EFG partners with the University of St. Gallen (HSG) on various initiatives.
- EFG also supports the Swiss Finance Institute (SFI), which promotes excellence in academic research and teaching via the Swiss Bankers Association (SBA).

Luxembourg

- EFG funds an award at the University of Luxembourg's Faculty of Law, Economics and Finance that recognises and

encourages academic excellence in wealth management studies.

UK

- EFG sponsors the King's Entrepreneurship Lab (E-Lab) at the University of Cambridge. In 2025, we once again supported a group of postgraduate students from under-represented groups with scholarships.
- We participated in the annual EFG-branded event at the King's E-Lab Residential Week for the third consecutive year, sharing insights into private banking for the next generation of entrepreneurs.

APAC

- We support the Hong Kong Talent Exchange Programme for young high potentials in client-facing roles in private banking together with the SBA and the Hong Kong Private Wealth Management Association.
- EFG attended an apprenticeship recruitment event held by Private Wealth Management Association (PWMA) in Hong Kong. The PWMA apprenticeship programme enables university students to gain experience in the private wealth management industry.

¹ Includes 238 CROs at Shaw and Partners.

structured 36-month programme that gives them the opportunity to develop their expertise, gain valuable industry insights and potentially transition to an independent CRO role later in their professional journey.

In 2025, 24 graduates participating in EFG's 18-month Graduate Programme continued their training. This programme is an integral part of our talent development strategy and is designed to attract high-performing graduates globally. It covers three different paths – Business Functions, Corporate Functions, and Digital, IT and Operations – with multiple rotations across different business units. In addition, 53 young people started an internship at EFG in 2025. In Switzerland, we also offer a three-year apprenticeship programme for young people that provides practical on-the-job training at EFG, alongside theoretical education at a vocational school.

EFG partnered with several prestigious universities to support scholarship programmes to empower young entrepreneurial minds and foster innovation within the finance industry. By supporting young talent in academia, including underrepresented students and women, we want to help develop the next generation of financial leaders.

GRI 404-2



Pillar 2: Developing our people

We believe it is important for our people to engage in training and development throughout their careers. We therefore offer them opportunities for reskilling and upskilling to ensure they are future-ready.

A culture of continuous learning is reinforced through EFG's learning manifesto, which highlights the strong connection between learning and our corporate values and ensures that employee development is aligned with our organisational goals. We prioritise learning by integrating it into our work, allowing our employees to allocate time to enhancing their professional skills while meeting business needs.

We have defined the EFG Competency Model with eight essential competencies that have been identified as key for the long-term success of our business and to enable EFG employees to continuously develop their professional and personal skills in a targeted manner (see chart on the right). Our goal-setting process for employees references

the EFG Competency Model: At the beginning of the year, each region/function is assigned a selected competency that is an integral part of the performance appraisal. Employees are provided with selected learning paths curated specifically to help them develop and strengthen the set of skills for the relevant EFG competency.

Internal mobility

We continue to nurture our pool of internal talent and to promote internal mobility within EFG. In 2025, a total of 18% of vacancies were filled by internal candidates. In addition, 5% of EFG's employees received promotions in recognition of their excellent performance and conduct. EFG also has a succession planning process in place to fill senior positions internally whenever possible and ensure maximum consistency and continuity.

Performance and career development reviews

All eligible EFG employees¹ globally complete an annual performance review in which their individual progress and their contribution to EFG's

GRI 404-3

EFG Competency Model



Be entrepreneurial



Be future-oriented



Have a growth mindset



Build relationships



Drive sustainable performance



Be client-centric



Communicate with impact



Have a sound risk management

¹ Excluding new joiners and leavers, temporary employees and contractors, employees on parental or longer-term sick leave, and employees of our subsidiary Shaw and Partners, as well as the Swiss Pension Fund.



EFG Academy GRI 404-2

The EFG Academy provides access to our comprehensive learning offering, which is designed to give employees the tools and resources they need to excel in their professional role and beyond. It allows them to enhance their existing skills, explore new subjects and gain additional knowledge through a wide range of courses and training programmes, including all mandatory regulatory training courses, as well as CRO-specific training and courses from partners such as LinkedIn Learning.

EFG employees have flexible access to over 22,000 courses via the LinkedIn Learning platform, covering topics ranging from banking and project management to AI, cloud computing, communication, and diversity, equity and inclusion. In 2025, we added new learning paths to the EFG Competency Model on subjects such as navigating uncertainty, strategic thinking and taking ownership.

Employees are also required to complete a growing number of mandatory regulatory training courses, with an average of three to four new courses each quarter. This training focuses on compliance, anti-money laundering, data protection, security awareness and banking confidentiality. In Switzerland, employees have the option of enrolling for Swiss Finance Institute (SFI) Master Classes.

CROs and ICs have access to training courses about products and services, and in Switzerland, CROs can pursue qualifications such as the Certified Wealth Management Advisor (CWMA) certification.

Leadership development

We launched a learning and development initiative for our senior managers entitled “Driving Decisions & Accountability” in 2025. A total of 80% of senior managers took part in a series of global decision-making workshops developed by the EFG Academy.

We also relaunched the “Being an Effective Manager” programme, which consists of in-person training to reinforce key leadership competencies.

Coaching and mentoring programmes

EFG provides coaching and mentoring programmes for selected employees around the globe. This includes our Global Mentoring Programme for Graduates, which is designed to promote our values and culture among the next generation of professionals at EFG, and the Next-gen CRO Programme (see page 37). In Switzerland, we once again participated in an intercompany mentoring program offered by our partner Advance (see page 80).

Additionally, tailored online group coaching sessions are available for all employees, supporting ongoing personal and professional growth.

long-term success are measured against the personal goals set at the beginning of the year, as well as EFG’s corporate values and the selected EFG competency. The outcome of the annual appraisal not only enables us to offer targeted training in essential skills but also guides our compensation decisions. Additionally, all employees are invited to participate in a voluntary mid-year appraisal to evaluate performance and share feedback.



Pillar 3: Engaging our people

Fostering a feedback culture

Reflecting our commitment to fostering good relations with employees around the globe, EFG conducts a global employee survey every three years and we actively address employee feedback with the aim of fostering an environment where each individual feels valued, heard and empowered. We also regularly use surveys as a tool to gather insights from new joiners about the employee experience.

We foster an open dialogue with employees about strategic matters and other topics. In November 2025, a global town hall was held in connection with our Investor Day to discuss EFG’s priorities for the 2026–2028 strategic cycle and to present our Vision 2030. We also invited employees to participate in a Group-wide poll and a virtual workshop in order to share their ideas on topics for consideration during the development of EFG’s “Vision 2030”.

Employee recognition programmes

EFG recognises the achievements of employees throughout the organisation and fosters a culture that supports motivation and productivity. The annual Extra (S)mile Award honours employees worldwide who embody our corporate values, demonstrate exemplary conduct and contribute to EFG’s success. Internal “Celebrate Success” messages also highlight notable achievements and projects completed by our employees. In addition, we have a number of regional initiatives to further enhance employee engagement, including our “High 5 Award” in the US, the “ValYou” platform in the UK and our “Towards Excellence” campaign in Singapore.

Monitoring and measuring effectiveness

EFG’s global Human Resources Information System (HRIS) analyses data from all regions to measure the effectiveness of HR initiatives and support us in delivering on our HR strategic priorities. HRIS features modules and tools for talent management and succession planning. Key HR metrics such as employee turnover, work-related absences, or training and development are collected on a monthly basis and are routinely made available to senior managers to ensure they are informed about key metrics.

In response to the last global employee survey results and reflecting EFG’s commitment to continuous improvement, employees and local teams led various initiatives in 2025, ranging from enhanced recognition practices to new approaches to collaboration and wellbeing. Examples include an “Ambassadors Engagement” programme to boost employee engagement and workshops to strengthen EFG’s “speak-up” and feedback culture.

GRI 3-3 e & f
Art. 964b Para 2
No. 3 & 5 CO

Recognition for EFG as an employer of choice

At the 2025 Asian Private Banker Awards for Distinction, EFG Asia was named “Employer of the Year” for the second time in the past three years. This accolade highlights our commitment to offering an exceptional workplace. As the benchmark award for excellence in private banking and wealth management in the Asia Pacific region, it recognises our dedication to implementing initiatives that make EFG an outstanding place to work.



In 2025, EFG in Switzerland earned “Great Place to Work” certification for the first time in recognition of its efforts to create an attractive and positive workplace culture. This reflects positive feedback from employees in a survey completed as part of the certification process. They indicated that they feel respected, supported and empowered to contribute and are treated fairly regardless of their background, as well as believing they have the opportunity to make a meaningful impact at EFG.



EFG already holds “Great Place to Work” certification for EFG Capital International Corp and Asset Management Americas Corp.

GRI 401-1

New employee hires and employee turnover

Turnover (gender and age group)¹

Permanent employees (in headcount)

	2023		2024		2025		
	Entries	Exits	Entries	Exits	Entries	Acquisition ²	Exits
Total	476	315	372	335	232	144	335
Gender							
Men	260	170	222	178	122	96	182
Women	216	145	150	157	110	48	153
Age							
< 30	60	32	53	25	32	7	27
30 – 50	335	183	270	176	142	68	173
> 50	81	100	49	134	58	69	135

Permanent employees (in %)

	2023		2024		2025		
	Entries	Exits	Entries	Exits	Entries	Acquisition ²	Exits
Gender							
Men	15%	10%	13%	10%	7%	5%	10%
Women	18%	12%	13%	13%	9%	4%	13%
Age							
< 30	33%	18%	29%	14%	20%	4%	17%
30 – 50	20%	11%	15%	10%	8%	4%	10%
> 50	8%	10%	5%	14%	5%	6%	12%

¹ Permanent employees who leave EFG voluntarily or due to dismissal, agreement to exit or retirement. Excludes Shaw and Partners Limited, Australia and Investment Services Group (New Zealand)

² Acquisition of Cité Gestion on 07 October 2025

GRI 404-1

Training hours

We measure training and development on an annual basis. In 2025, the average amount of training per employee was 19 hours, compared to 18 hours in 2024.

Our involvement in industry networks, including the WEF Chief People Officer Community (CPOC), and our collaboration with representative bodies and social partners (see page 77) also offer valuable insights into employee health, wellbeing, diversity, inclusion and equal opportunity.

GRI 404-1

Art. 964b Para. 2 No. 4 CO

Addressing challenges and mitigating risks

We recognise the operational and reputational risks that our business would face if our corporate culture were to be eroded or if the quality of our workforce were to decline. Any such development would hamper our ability to serve our global client base with skill and professionalism and to execute our operations effectively and in a compliant manner. To mitigate these risks, we strive to maintain a high level of employee satisfaction, carefully monitor staff turnover (see table above) and encourage open dialogue through measures including career development discussions, internal events, strategy workshops, employee polls and periodic employee surveys.

Outlook

Going forward, Human Resources will continue to act as a strategic partner to the business, fostering a values-based corporate culture that promotes collaboration and sustainable value creation across the organisation. We will further evolve our people strategy with a focus on equipping our workforce for the future, strengthening leadership development and succession planning.

Our plans to further integrate digital and AI-enabled tools will enhance workforce planning, learning and engagement. Our focus is on redesigning roles and processes, embedding AI literacy across the organisation to allow employees to spend more time on high-impact, client-focused work.

We will continue to promote cross-generational collaboration and strengthen leadership continuity. Additionally, we will strive to continuously strengthen our employee value proposition by offering competitive compensation packages, comprehensive benefits and opportunities for career development.

Working conditions

Importance of material topic and impacts

At EFG, we believe that promoting employee health and wellbeing is essential to cultivate an engaged and resilient workforce. We recognise that pressures such as the challenge of striking a good work-life balance can impact the employee experience. We therefore strive to offer flexible working conditions and a supportive environment in which employees can thrive.

How we manage the topic “working conditions”: Strategy, policies and governance

EFG places employee wellbeing, flexible working conditions and inclusive policies at the core of our culture. Through the continuous enhancement of benefits, measures to support health and wellbeing and the cultivation of open dialogue, we strive to foster a positive and engaging

workplace. This includes our commitment to promoting fair labour relations, offering parental leave and recognising the diverse needs of our people.

Our hybrid working model “New Ways of Working” combines work-from-home days with time in the office. We also offer part-time positions and flexible working hours that allow employees to balance their professional commitments with personal and family life while ensuring that business needs are met.

Our General Staff Regulations are reviewed annually to ensure they reflect new developments and the evolving needs of our employees (see page 77).

Progress in 2025

In 2025, we made significant progress in further enhancing employee wellbeing and in offering attractive working conditions based, among other things, on the findings of our last employee survey.

Key initiatives in Switzerland in 2025 included the launch of a new health offering for employees in partnership with a leading Swiss health insurer. Alongside free in-office metabolic and postural check-ups, employees can benefit from health consultations by phone and quick online health surveys.

During the year, we continued to work with Fondation Otium, a non-profit organisation that seeks to improve the quality of life of cancer sufferers and their families. The partnership allows affected employees in Switzerland to benefit from the care, support and counselling it provides. In collaboration with Fondation Otium, we plan to offer further specialised training on long-term illness and employment.

Health and wellbeing offerings for EFG employees vary from country to country. Examples include: free gym membership, monthly wellbeing leave, medical insurance for relatives or mental health services.

Further details on governance aspects and on how we address challenges and mitigate risk can be found in the “Employer of choice” section on pages 70 – 76.

GRI 3-3 d
Art. 964b Para. 2 No. 3 CO

GRI 3-3 a & b
Art. 964b Para. 2 No. 1 CO

GRI 3-3 c
Art. 964b Para. 2 No. 2 CO

GRI 401-2

Benefits provided to employees

The holiday entitlement that EFG offers to employees exceeds statutory requirements. In addition, we award loyalty premiums to long-serving employees when they reach milestone service anniversaries. Employee benefits range from cash premiums to additional vacation days, depending on the individual country. Other benefits include the provision of private health insurance offerings at preferential rates for employees and their families. Since January 2025, eligible employees in Switzerland have had the option to purchase additional vacation days.

GRI 401-3

Parental leave

The parental leave to which EFG employees are entitled varies from country to country. In Switzerland, new mothers can take six months of maternity leave on full pay, and the period of maternity leave can begin up to two weeks before the birth of a child. Paternity leave amounts to three weeks on full pay. When adopting a child aged less than four years, primary caregivers are granted 12 weeks and secondary caregivers are entitled to three weeks of leave on full pay. In addition, employees are entitled to take leave to care for a sick family member, or to care for a minor child who has been seriously affected by illness or an accident. In Switzerland, we amended our General Staff Regulations in line with Swiss social security legislation. The amendments reflect the allowance for the surviving partner in the event of the mother's death at, or shortly after, childbirth and involves the provision of extended paid leave.

In Singapore, supplementary shared parental leave is now offered to employees in line with changes in local legislation. Employees with an infant born after 01 April 2025 are now granted six weeks of paid parental leave. The shared parental leave must be taken within the first year of the child's birth.

Labour/management relations

At EFG, we recognise the importance of fostering strong labour-management relations. In Switzerland, our social partners are the Employeurs Banques, the Swiss Association of Bank Employees and the Swiss Society of Commercial Employees. The purpose of these partnerships is to consider and align the interests of the employer and employees in order to achieve the best outcome for both sides and to also contribute to the successful and stable development of the banking sector.

We also regularly share information and engage in consultations with employee representation (e.g. the Staff Council in Switzerland, the Bureau des Délégués du Personnel in Monaco and the Staff Delegation in Luxembourg). Meetings are held at least biannually to discuss workplace policies, operational changes and employee feedback.

Freedom of association and collective bargaining, minimum wage

At EFG, we uphold the rights of employees to freely associate and engage in collective bargaining. In Switzerland and Monaco, all employees are covered by collective bargaining agreements. In Luxembourg, more than half of employees are covered by such agreements. The respective Staff Council and Staff Delegations conduct consultations throughout the year to discuss operational changes, workplace policies and employee feedback. We also ensure that our supplier agreements reflect these principles.

We are represented in the Employers Association of Banks in Switzerland and engage in a regular dialogue with employee representative bodies and social partners to inform and consult on terms and conditions of employment, including compensation, benefits and working conditions.

EFG is committed to complying with local labour laws regarding minimum wages and we aim to exceed these requirements where possible. Our remuneration policies are designed to attract and retain talent while ensuring fair pay based on the skills and contributions of individual employees.

GRI 402-1

GRI 2-30
GRI 407-1

GRI 3-3 e & f

Monitoring and measuring effectiveness

EFG uses key metrics (e.g. work-related absences) to monitor and assess working conditions and wellbeing on a monthly basis.

Work-related ill health

GRI 403-10

Absence rate

Occupational health and safety

Target hours	2023	2024	2025
Men	1,615,657	1,695,483	1,629,928
Women	804,882	832,151	803,650
Total	2,420,539	2,527,634	2,433,578

Absence rate ¹	2023	2024	2025
Men	2.2%	2.0%	2.0%
Women	4.0%	4.4%	3.8%

¹ Data scope: Only Switzerland, excluding Cité Gestion and externals.

GRI 2-7

Employees

Composition of the workforce (in headcount)¹

Workforce according to employment contract

	2023		2024		2025	
	Perma- nent	Tempo- rary	Perma- nent	Tempo- rary	Perma- nent	Tempo- rary
Gender						
Men	1,691	38	1,739	34	1,800	61
Women	1,196	35	1,190	43	1,201	39
Total	2,887	73	2,929	77	3,001	100

Workforce by employment relationship

	2023		2024		2025	
	Full time	Part time	Full time	Part time	Full time	Part time
Gender						
Men	1,694	35	1,743	30	1,821	40
Women	1,066	165	1,078	155	1,073	167
Total	2,760	200	2,821	185	2,894	207

¹ Excluding apprentices, interns, trainees, externals and permanent leavers, as well as Shaw and Partners Limited, Australia, and Investment Services Group (New Zealand).

Diversity, inclusion and equal opportunity

GRI 3-3 a & b

Art. 964b Para. 2 No. 1 CO

Importance of material topic and impacts

The diversity of our workforce reflects the diversity of our global client base and gives us a deeper understanding of the expectations and cultural backgrounds of our clients across different regional markets, enabling us to deliver the best possible service and advice. We strongly believe that the diversity of our teams gives us a competitive advantage by fostering better decision-making and greater innovation and thus contributing to the success of our company. It is also vital to safeguard our reputation and meet stakeholder expectations. Shortcomings in this area may lead to dissatisfaction among employees, reducing innovation and productivity and adversely impacting the quality of service we deliver to clients across different regions.

GRI 3-3 c

Art. 964b Para. 2 No. 2 CO

How we manage the topic “diversity, equity and inclusion:

Strategy, policies and governance

EFG is committed to providing an equitable and inclusive working environment that is founded on the principle of mutual respect. We aim to foster a sense of belonging among all our employees and to empower them to realise their full potential by creating a workplace in which every employee can be the best version of themselves. We also strive to ensure equal opportunity and the fair and equal treatment of all existing and prospective employees at all times and to protect them from discrimination.

We seek to provide a supportive and inclusive working environment based on EFG's corporate values and the cultivation of mutual respect for all our employees. We take a zero-tolerance approach to all forms of harassment and discrimination, including those related to ethnicity, nationality, religion, age, gender, sexual orientation, gender identity, marital or family status, pregnancy, disability or any other status protected by local law.

As part of our commitment to being an equal opportunity employer, we base all people decisions in the areas of recruitment, training and development, compensation and promotions on merit – taking account of the qualifications, skill sets, experience, performance and achievements of existing and prospective employees.

To advance global DEI initiatives, EFG has a Head of People Engagement and DEI who works closely with internal stakeholders across its regions to oversee and support the DEI efforts of HR Business Partners worldwide. In the UK, for example, the Head of Culture, Conduct and Accountability plays a key role in embedding EFG's Vision, Mission, Purpose and Values (see page 16), leading cultural initiatives that promote positive conduct, performance, DEI and employee engagement.

In Asia Pacific, we have a dedicated DEI Council that hosts a range of DEI-related events. EFG is also a member of the Financial Women's Association in Singapore that advocates for the next generation of women in the workforce, offering networking events, an annual mentoring programme with industry leaders and social impact initiatives.

Gender diversity

EFG aims to achieve appropriate female representation at all levels of the organisation and has set a dedicated target of 30% by 2030 to monitor the development of female representation in the senior manager population. To support this, EFG has defined a set of actions:

- Ensure diversity within the hiring team and establish diverse talent pipelines.
- Strengthen our collaboration with relevant partners (e.g. Advance).
- Ensure diversity in internal succession planning by diversifying senior management succession planning pipelines to ensure appropriate female representation.
- Intensify training on diversity, equity and inclusion (DEI) for all employees.

Reflecting our commitment to establishing diverse talent pipelines, our hiring specialists within the HR function seek to ensure that the group of candidates considered for each position includes a female candidate wherever possible. By prioritising diversity in our recruitment processes, we aim to create a more inclusive workplace that encompasses a broad range of perspectives and experiences.

EFG's HR function ensures the implementation of the General Directive on Diversity, Equity and Inclusion, setting out the standards of conduct for all employees. This helps us to prevent harassment and discrimination and to ensure that the integrity of each individual is protected. This directive is part of our General Staff Regulations in Switzerland, which are an integral part of EFG employment contracts.

EFG is a signatory of the Advance Charter. Advance is the leading business network for gender equality in Switzerland, with more than 145 Swiss-based companies as members. Its Charter represents a letter of intent governing gender balance in Swiss business. In addition, our employee-driven EFG Women Network supports the advancement of female talent across our organisation.

Gender pay equity

We are committed to offering equal pay for all our employees, regardless of gender, in line with our policies. As part of these efforts, we are continuing to review our compensation practices and are seeking to enhance transparency and to achieve continuous improvements in gender pay equity. Our approach is guided by regulatory requirements and global best practices. By partnering with industry experts and taking targeted action where needed, we aim to achieve measurable progress towards ensuring fair compensation for all employees.

We conduct gender pay gap analyses as required by law in all applicable jurisdictions, including Switzerland, where the majority of our workforce is based.

We have formalised salary reviews to ensure our employees are fairly and competitively compensated based on criteria such as their role, performance and market conditions. We are exploring the use of advanced, best-in-class analytics and approaches to support ongoing pay equity efforts.

Progress in 2025

EFG offered a wide range of skill-building workshops and best practice exchanges in 2025 in conjunction with our partner Advance to foster the personal and professional development of women. We also participated in the Advance cross-company reverse-mentoring programme in Switzerland. This unique one-year program matches high-potential female mentees with senior executive mentors to create focused relationships that foster professional and personal growth.

In 2025, EFG Bank AG Switzerland was externally recertified as a fair-pay employer. This analysis was conducted by [Comp On](#) AG's equal pay specialists using the internationally recognised [Fair-ON-Pay](#) standard, in line with the Swiss government's "Logib" methodology (a best practice endorsed by the Equal Pay International Coalition).

We are reviewing pay equity across our global locations with the support of an external consultant, highlighting gender pay equity as a key part of our people strategy. This partnership ensures objective analysis and supports us in identifying and addressing any pay disparities. These efforts have been further strengthened by the introduction of a new job architecture at EFG.

In addition, EFG supports the "Women in Finance" scholarship at EPFL in Switzerland, and we are providing annual funding from 2024 to 2029 to exceptional female students pursuing a Master's degree in Financial Engineering (see page 71).

For the third consecutive year, EFG supported "Diversity and Inclusion Week" at the University of St. Gallen (HSG) as a corporate partner. The event included lectures and training courses on DEI and the presentation of the latest research findings on this topic.

We continued our partnership with the non-governmental organisation Powercoders in Switzerland in 2025. This job integration programme assists skilled refugees and migrants in entering the labour market and pursuing a career in IT.

To encourage an open dialogue and engagement on social topics, our other regions organised a series of internal events and communications

around key dates like Chinese New Year, as well as important awareness days such as Pride and International Women’s Day.

Art. 964b Para 2 No. 4 CO

Addressing challenges and mitigating risks

Successfully managing DEI-related challenges and mitigating the related risks remains a key priority for EFG in order to deliver on our people strategy and thus contribute to the long-term success of our business and, in particular, to ensure we comply with all DEI-related rules and regulations.

To mitigate DEI-related risks, we follow strict disciplinary procedures in the event that any acts of harassment or discrimination are detected. Employees are encouraged to report any irregularities they may encounter at work in good faith and without fear of reprisals, using the whistleblowing mechanism, as described in our General Directive on Whistleblowing (see page 18) or other channels (see below).

In the case of harassment, which includes both psychological and physical harassment, there is a reporting point – i.e. specific individual(s), functions or committees – to whom the matter can be disclosed and duly managed. If required by law, the reporting point may be a supervisory and/or law enforcement body or any kind of foreign local authority. In Switzerland, the respective Human Resources Business Partner is one entry point for the submission of harassment or discrimination complaints. A Trusted Person, who is a trained and independent expert, is also available to support the employee in question and has a strict duty of professional confidentiality.

GRI 3-3 e & f
Art. 964b Para 2
No. 3 & 5 CO

Monitoring and measuring effectiveness

EFG regularly monitors progress against our people strategy and related targets to measure the effectiveness of our DEI initiatives and identify scope for improvement. EFG’s global Human Resources Information System (HRIS) is designed to help us deliver on our HR strategic priorities and includes modules and tools that provides insights into the diversity of our workforce (see tables and metrics on page 82).

Non-discrimination

EFG upholds a strict non-discrimination policy as part of our commitment to an inclusive and supportive work environment.

GRI 406-1

If EFG identifies any cases of unethical conduct by employees or managers involving discriminatory behaviour or the harassment or victimisation of another individual, appropriate action is taken in line with established disciplinary procedures. In such cases, EFG takes into account the relevant regulations and legal provisions that are in place, as well as the gravity and extent of the harassment, in accordance with the General Directive on Psychological and Physical Harassment. We strive to ensure the prompt resolution of any complaints within the timeframe prescribed by the applicable local guidelines, but no later than 60 days after the complaint is made. Discrimination and harassment incidents are reported through our whistleblowing mechanism (see page 18).

Fostering ethical conduct at EFG

In line with its Code of Ethics and Business Code of Conduct, EFG and its employees uphold all applicable laws, rules and regulations in the jurisdictions in which we operate. Local management must know and follow local equality laws and regulations governing their business activities. Adherence to the Code of Conduct is assessed in the annual performance appraisal and appropriate action is taken in case of breaches (see page 16).

In 2025, EFG launched “Integrity Line” – an updated version of our whistleblowing system in Switzerland, Luxembourg and the UK. The platform enables users to report any illegal or unethical behaviour (with the option of anonymity). All communications are protected and encrypted, ensuring the identity of the whistleblower remains confidential throughout the process. EFG is planning to expand this service to additional locations in the future.

GRI 405-1

Diversity and equal opportunity

Employees without management functions^{1,3}

	2023		2024		2025	
Gender						
Men	1,188	54%	1,217	55%	1,238	56%
Women	1,001	46%	988	45%	982	44%
Age						
< 30	177	8%	182	8%	161	7%
30 – 50	1,366	62%	1,384	63%	1,350	61%
> 50	646	30%	639	29%	709	32%

Employees with management functions¹

	2023		2024		2025	
Gender						
Men	503	72%	522	72%	562	72%
Women	195	28%	202	28%	219	28%
Age						
< 30	5	1%	1	<1%	2	<1%
30 – 50	356	51%	377	52%	393	50%
> 50	337	48%	346	48%	386	49%

Senior Management^{1,2}

	2023		2024		2025	
Gender						
Men	106	76%	104	78%	113	80%
Women	33	24%	29	22%	29	20%

Board of Directors

	2023		2024		2025	
Gender						
Men	10	83%	9	75%	8	67%
Women	2	17%	3	25%	4	33%
Age						
< 30	–	–	–	–	–	–
30 – 50	2	17%	2	17%	1	8%
> 50	10	83%	10	83%	11	92%

Executive Committee

	2023		2024		2025	
Gender						
Men	4	80%	5	71%	5	71%
Women	1	20%	2	29%	2	29%
Age						
< 30	–	–	–	–	–	–
30 – 50	–	–	2	29%	2	29%
> 50	5	100%	5	71%	5	71%

¹ Excluding Shaw and Partners, Australia, Investment Services Group (New Zealand), as well as temporary contract employees and permanent contract leavers.

² Senior Management definition: Senior Manager role is attributable to Executive Committee/Global Business Committee (GBC) direct report acting as:

i) Local Business Head/Local CEO; ii) Global Function Head; iii) Local Function Head or iv) Head of Private Banking with direct reporting line (hierarchical or functional) to a GBC member, or exceptional cases due to strategic relevance and criticality of role as decided by the GBC.

³ Excluding apprentices, interns, trainees and externals.



Outlook

We remain committed to fostering a supportive and inclusive environment rooted in EFG's values and a culture of mutual respect. Building on this foundation, we aim to further strengthen our diversity initiatives in 2026 through our collaboration with key partners such as Advance and the University of St. Gallen (HSG). We also aim to expand our review of compensation practices to further regions to ensure equal pay for all employees, regardless of gender (see page 80) and we plan to roll out the "Integrity Line" whistleblowing tool to additional regions (see page 81).

Our social commitments

EFG partners with a variety of cultural and sporting organisations at a local, regional and global level. Through these engagements, we aim to foster talent development and empower young people to realise their full potential. We also support charitable and humanitarian projects around the globe to help address social challenges and generate impact.

Examples of projects and initiatives supported by EFG at a global and regional level in 2025:

Region	Details
Global	International Committee of the Red Cross: Annual employee fundraising campaign and corporate donation to support the work of this humanitarian organisation in protecting and assisting victims of conflict and strife.
Switzerland	Right To Play: Provision of financial support for Right To Play's programs in 14 countries, where children are affected by conflict, crisis and climate change, including refugee and host communities. Right To Play protects, educates and empowers millions of children each year, helping them to stay in school and learn, overcome prejudice, heal from trauma and develop the skills they need to thrive.
	Fondation Otium: Provision of financial support for this Geneva-based organisation that focuses on improving the quality of life of cancer sufferers and their families.
	Fondazione Mantello Filantropia: Provision of support for the foundation, with EFG representation on its Board, assisting its efforts to foster more accessible and effective philanthropy.
Luxembourg	Lëtzt Go Gold and Fondatioun Kriibskrank Kanne: Fundraising to support research into childhood cancers and to finance projects to support affected children and their families.
	SOS Village d'Enfants Monde: Fundraising to support the NGO in providing a normal family environment to children who have lost or are at risk of losing parental care.
Monaco	Jeune Chambre Economique: Partnership to support young talent.
	Children & Future Association: Support for its mission to improve the health, education and lives of children around the world.

Region	Details
UK	<p>The King's Trust: Corporate sponsorship and employee volunteering to support the organisation's work to help vulnerable young people facing adversity by offering them practical and financial support with a focus on education, employability and enterprise.</p> <hr/> <p>Various initiatives: Several UK colleagues ran the Saucony 10K race and 20 employees took part in the "Palace to Palace" bike ride – the flagship fundraising event of The King's Trust.</p>
Hong Kong	<p>Society of St Vincent de Paul: Support for events, e.g. charity luncheon for underprivileged members of society during the mid-autumn festival.</p> <hr/> <p>Feeding Hong Kong: Staff participated in the distribution of surplus bread from bakeries to charities.</p>
Singapore	<p>Singapore Public Hygiene Council: Beach clean by EFG employees together with family and friends.</p> <hr/> <p>ARC Children's Centre: Employees volunteered at the centre that provides daycare for children with critical illnesses.</p>
Panama	<p>Eres Esencial Panamá: Employees participated in this initiative to support children facing adversity.</p>

Fostering community engagement

EFG participates in Future Day (Nationaler Zukunftstag, Futur en tous genres, Nuovo Futuro) in Switzerland. Similarly, in Singapore and Hong Kong, EFG organises an annual Kidz@work day to enable colleagues to bring their children to spend a day in EFG's offices. In Hong Kong, EFG held an event in its offices at which children celebrated Chinese New Year. In Singapore, children learnt about ocean sustainability and raised funds for the ARC Children's Centre.

Sponsorship

EFG actively supports a number of partners in different cultural and sporting disciplines – from jazz, classical music and fine art to sailing, tennis and golf. Across all of these areas, we aim to foster talent development through both our long-term partnerships and the creation of initiatives such as the EFG Young Athletes Foundation.

Selected key initiatives

Art

Peggy Guggenheim Collection

The Peggy Guggenheim Collection (PGC) in Venice is regarded as one of the world's most important museums of contemporary art and is a unique source of fascination for art enthusiasts. EFG has been an Institutional Patron since 2001 and our successful collaboration is based on our closely aligned cultural and educational values, including PGC's mission to make art more accessible and preserve the artworks for current and future generations to enjoy.

In 2025, EFG extended the relationship to become Patron of the museum's conservation laboratory, building on the many landmark restoration projects supported in the past. The cutting-edge laboratory will mark a turning point in the preservation of artworks, leaving a lasting cultural legacy and ensuring they continue to inspire visitors for years to come.

EFG Art Collection

The EFG Art Collection comprises over 1,300 pieces, ranging from Old Masters to the Avant-Garde. It is an integral part of EFG's identity, creating a dynamic and inspiring environment in which to work. Around half of the works in the collection are either on display in EFG's own premises or on loan to galleries around the world.

Pinta Miami and the EFG Latin America Art Award

EFG has been the Global Lead Partner of Pinta Miami, the region's leading contemporary art fair, for more than a decade. The EFG Latin America Art Award, which was established to recognise the talent of emerging Latin American artists, celebrated its 15th anniversary in 2025. Every year, the award is presented at Pinta Miami and the winning artwork is added to the growing collection on display in EFG's Miami office, where it serves as a daily reminder of the creative energy and vitality of the region.

Saatchi Gallery, London

As part of its continued support for the arts in the UK, EFG Private Bank Limited became a patron of Saatchi Gallery, London, in 2025. Three works from the EFG Art Collection are on temporary loan as part of "The Long Now" exhibition, which celebrates Saatchi Gallery's four decades of groundbreaking contemporary art and creativity.

Sailing

Boris Herrmann and Team Malizia

EFG has been an Official Partner of Boris Herrmann and Team Malizia, a professional sailing team, since 2016. We support their efforts to raise public awareness about the need to find solutions to future sustainability challenges, with a particular focus on the ocean and climate change. As part of their "A Race We Must Win" mission, Team Malizia works with schools around the globe to inspire and educate children about sailing, ocean science and the environmental factors currently affecting our seas.

EFG also supports The Malizia Mangrove Park in the Philippines. This project highlights the importance of mangrove forests as one of the world's most important ecosystems (alongside rainforests) and the role they play in mitigating climate change thanks to fast CO₂ absorption, as well as in protecting coastal areas and providing a habitat for vast numbers of animals, plants and other organisms. Funded through donations, Team Malizia and the Mama Earth Foundation are working with local communities as well as the local university to plant a forest of over five million mangroves. EFG also makes a donation to help fund the planting of 100 mangroves each time it issues a client with a new credit card made with Parley Ocean Plastic®, a material created from intercepted and upcycled marine debris.

Société Nautique Genève

The Société Nautique Genève plays a vital role in helping young sailors to realise their sporting potential, as well as building valuable life skills. EFG shares this commitment to championing the next generation of talent. Through its longstanding partnership with Société Nautique Genève dating back to 2012, EFG supports the growth of the club's sailing academy and summer school programmes.

As an extension of EFG's relationship with the Société Nautique de Genève's sailing academy, Boris Herrmann held a "My Ocean Challenge train the trainers" session for members as part of a talk he gave about the challenges that he and Team Malizia faced during the Vendée Globe 2025.

Jazz and classical music

EFG London Jazz Festival

The EFG London Jazz Festival has been running for over three decades, and features a ten-day programme of more than 350 live performances by over 2,000 artists across 60 venues, ranging from global jazz icons to the next generation of emerging talent. In 2025, EFG extended its longstanding title sponsorship of the event to 2028. This will enable the festival to attract the finest artists, invest in the next generation and remain a place where talent can continue to grow.

Festival da Jazz St Moritz

In 2025, EFG announced a partnership with the Festival da Jazz St Moritz, an annual month-long festival that attracts a world-class line-up of artists to the region, from global jazz icons to the next generation of rising stars. The new partnership strengthens EFG's connection to the local community and further reinforces its longstanding commitment to jazz.

Sinfonia Smith Square

Every year, Sinfonia Smith Square's Fellowship programme provides a springboard for 34 of the world's most talented young classical musicians to develop the skills needed to thrive in the professional world. To date, EFG's long-term partnership has enabled almost 500 young musicians to forge careers with many of the world's leading orchestras and arts organisations.

Tennis

EFG Swiss Open Gstaad

In tennis, EFG is the title sponsor of the EFG Swiss Open Gstaad, one of the oldest and most prestigious tournaments on the men's professional tennis circuit. Known as the "Wimbledon of the Alps", it is a flagship event in the Swiss sporting calendar. Guided by the motto "Where the champions of today meet the stars of tomorrow", the tournament nurtures the development of the next generation of players, whilst celebrating the sport's top talents.

Fostering young talent

The EFG Young Athletes Foundation (originally EFG Young Golfers Foundation) was established in 2009 to support and nurture promising young golfers in Hong Kong and it has supported young athletes across all disciplines since 2014. EFG has been investing in promising young athletes across a variety of sporting disciplines including golf, wind foiling, equestrianism and tennis for 15 years.

In 2025, two of EFG Asia's talented sports ambassadors, Coleman Wong and Shannon Tan, made an impact on the global stage. Coleman Wong, Hong Kong's top male tennis player, made his debut at the EFG Swiss Open Gstaad, before going on to make history at the US Open by becoming the first player from Hong Kong to reach the third round of a Grand Slam in the men's singles. The promising young professional golfer Shannon Tan also became the first Singaporean to advance to the final round at the Amundi Evian Championship, a major event on the LPGA tour.

Through its sponsorship of the Luxembourg Golf Federation, EFG in Luxembourg has launched the "EFG Rising Stars Challenge" – a youth invitational golf competition that supports and showcases junior golfers.

GRI content index

EFG International has reported in accordance with the GRI Standards for the period 01 January 2025 to 31 December 2025.

GRI 1 Foundation 2021 used.

Omission

GRI Standard/ other disclosure	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	SR p. 4 AR p. 11–23			
	2-2 Entities included in the organization's sustainability reporting	SR p. 9			
	2-3 Reporting period, frequency and contact point	SR p. 9			
	2-4 Restatements of information	In 2025, no restatements of information were made from previous reporting periods.			
	2-5 External assurance	SR p. 9			
	2-6 Activities, value chain and other business relationships	SR p. 8 AR p. 18–21, 29–32			
	2-7 Employees	SR p. 78			
	2-8 Workers who are not employees		Number of workers that are not employees	Information unavailable	EFG will evaluate the possibility and appropriateness to collect and disclose this information in the future
	2-9 Governance structure and composition	SR p. 12 AR p. 41–46			
	2-10 Nomination and selection of the highest governance body	SR p. 12–13 AR p. 41–42			
	2-11 Chair of the highest governance body	SR p. 13 AR p. 42			
	2-12 Role of the highest governance body in overseeing the management of impacts	SR p. 13			
	2-13 Delegation of responsibility for managing impacts	SR p. 13			
	2-14 Role of the highest governance body in sustainability reporting	SR p. 14			
	2-15 Conflicts of interest	SR p. 14			
	2-16 Communication of critical concerns	SR p. 14	Total number and the nature of critical concerns communicated to the highest governance body during the reporting period	Confidentiality constraints	Confidentiality constraints due to the nature and sources of critical concerns
	2-17 Collective knowledge of the highest governance body	SR p. 14			
	2-18 Evaluation of the performance of the highest governance body	SR p. 14			



Omission

GRI Standard/ other disclosure	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
	2-19 Remuneration policies	SR p. 15 AR p. 69–98			
	2-20 Process to determine remuneration	SR p. 15 AR p. 69–98			
	2-21 Annual total compensation ratio	–	Annual total compensation ratio and % increase in annual total compensation	Confidentiality constraints	EFG treats this data as confidential information. General information on the compensation of members of the Board of Directors and the Executive Committee for the financial year 2025, together with details of our compensation framework, is disclosed in our Compensation Report in the Annual Report 2025.
	2-22 Statement on sustainable development strategy	SR p. 6–7			
	2-23 Policy commitments	SR p. 16–17 EFG Human Rights Statement			
	2-24 Embedding policy commitments	SR p. 16			
	2-25 Processes to remediate negative impacts	SR p. 17–18			
	2-26 Mechanisms for seeking advice and raising concerns	SR p. 18			
	2-27 Compliance with laws and regulation	SR p. 20	Total number of significant instances of non-compliance with laws and regulations	Confidentiality constraints	EFG treats this data as confidential information. Provisions for legal cases and provisions that EFG may choose to set aside proactively for potential legal risks and to protect its financial health are governed by the accounting standards we use for the preparation of EFG's financial statements.
	2-28 Membership associations	SR p. 31–32			
	2-29 Approach to stakeholder engagement	SR p. 33–34			
	2-30 Collective bargaining agreements	SR p. 77	Percentage of total employees covered by collective bargaining agreements	Information unavailable	EFG will evaluate the possibility and appropriateness to collect and disclose this information in the future.

Material topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR p. 10			
	3-2 List of material topics	SR p. 10			
Responsible Business Conduct					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 15–18			
Regulation, compliance and taxes					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 19–22			
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	SR p. 20	Breakdown of training by group and region	Information unavailable	Only the % of employees that completed the relevant training is disclosed. EFG will review the possibility and appropriateness to collect and disclose this information in the future.
GRI 206: Anti-competitive behavior 2016	206-1 Legal action for anti-competitive behavior, anti-trust, and monopoly practices	SR p. 21			
GRI 207: Tax 2019	207-1 Responsible and transparent approach to tax	SR p. 21			



Omission

GRI Standard/ other disclosure	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
Risk management and risk governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 22 – 25 AR p. 99 – 116			
Business strategy and company performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 27 – 34			
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	SR p. 5, 84 – 87 AR p. 3, 29 – 32			
GRI 415: Public Policy 2016	415-1 Political contributions	SR p. 34			
Client centricity					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 35 – 38			
Quality of investment and advisory, and marketing and labelling					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 39 – 40			
Responsible investing					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 41 – 45			
Digitalisation and innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 46 – 48			
Data protection, privacy and cyber security					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 48 – 50			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR p. 50			
Climate change					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 52 – 68			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR p. 64			
	302-3 Energy intensity	SR p. 64			
	302-4 Reduction of energy consumption	SR p. 54, 64			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR p. 65			
	305-2: Energy indirect (Scope 2) GHG emissions	SR p. 65			
	305-3 Other indirect (Scope 3) GHG emissions	SR p. 65			
	305-4 GHG emissions intensity	SR p. 65			
	305-5 Reduction of GHG emissions	SR p. 54, 65			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR p. 53			
Employer of choice					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 70 – 76			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR p. 75			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR p. 75	Average hours of training by gender	Not applicable	Training needs are determined by roles and functional requirements.
	404-2 Programs for upgrading employee skills and transition assistance programs	SR p. 72			
	404-3 Percentage of employees receiving regular performance and career development reviews	SR p. 72 – 73			

Omission

GRI Standard/ other disclosure	Disclosure	Location	Requirement(s) omitted	Reason	Explanation
Working conditions					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 76 – 78			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR p. 77			
	401-3 Parental leave	SR p. 77	Quantitative information on parental leave	Information unavailable	EFG will evaluate the possibility to collect and disclose this information in the future.
GRI 402: Labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	SR p. 77	Minimum notice period regarding operational changes	Confidentiality constraints	EFG treats this data as confidential information.
GRI 403: Occupational health and safety 2018	403-10 Work-related ill health	SR p. 78	Number of cases of recordable work-related ill health and the main types of work-related ill health	Confidentiality constraints	EFG treats this data as confidential information.
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SR p. 77	Information does not include suppliers	Information unavailable	EFG will evaluate the possibility and appropriateness to collect and disclose this information in the future.
Diversity, inclusion and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR p. 79 – 83			
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	SR p. 82			
	405-2 Ratio of basic salary and remuneration of women to men	–	Ratio of basic salary and remuneration of women to men for each employee category, by significant location of operation	Confidentiality constraints	EFG treats this data as confidential information.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	SR p. 81			

AML Anti-money laundering
 AR [Annual Report 2025 of EFG International](#)
 BCM Business Continuity Management
 CET 1 Common Equity Tier 1
 CO Swiss Code of Obligations
 COO Chief Operating Officer
 CRO Client Relationship Officer
 DEFRA UK Department for Environment, Food & Rural Affairs
 EPS Earnings per Share
 ESAB EFG Sustainability Advisory Board
 ETF Exchange-traded Fund
 FAIRR FAIRR Initiative
 FCC Financial Crime Compliance

FINMA Swiss Financial Market Supervisory Authority
 FTE Full-time equivalent
 GHG Greenhouse Gas
 GRI Global Reporting Initiative
 GRIP Global Responsible Investment Platform
 HR Human Resources
 IEA International Energy Agency
 IFRS International Financial Reporting Standards
 KPI Key Performance Indicator
 KRI Key Risk Indicator
 KYC Know Your Client
 KYT Know Your Transaction
 MWh Mega Watt hours

NACE Nomenclature statistique des activités économiques dans la Communauté européenne
 NNA Net New Assets
 PCAF Partnership for Carbon Accounting Financials
 PRI Principles for Responsible Investment
 SBTi Science Based Targets initiative
 SDG United Nations Sustainable Development Goal
 SFDR Sustainable Finance Disclosure Regulation
 SSTC Sustainability Steering Committee
 TCFD Task Force on Climate-related Financial Disclosures
 tCO_{2e} Tonnes of Carbon Dioxide Equivalent
 VAV Association of Swiss Asset and Wealth Management Banks



Independent practitioner's limited assurance report on the selected 2025 Indicators in the Sustainability Report 2025 to the Board of Directors of EFG International AG, Zurich

We have been engaged by the Board of Directors to perform assurance procedures to provide limited assurance on the selected 2025 Indicators of included in the EFG Group Sustainability Report 2025 (including the GHG emissions) of EFG International AG and its consolidated subsidiaries ("EFG Group" or "EFG") for the period from 1 January 2025 to 31 December 2025.

The following selected 2025 Indicators (including the GHG statements) ("selected 2025 Indicators") contained within Sustainability Report are within the scope of our limited assurance engagement and represent the subject matter information:

Responsible Investing:

- Volume of AuM classified as part of EFG responsible offering in CHF billion on page 44.

Environment:

- Total energy consumption in MWh and Energy intensity in MWh per FTE on page 64,
- GHG emissions (Scope 1, Scope 2 and Scope 3 category "Business travel") in tons of CO₂e on page 65,
- GHG emissions from investing (Scope 3 category 15 "Investments") in tons of CO₂e on page 66, including split by key sectors,
- GHG emissions from mortgages and commercial loan portfolio (Scope 3 category 15 "Investments") in tons of CO₂e on page 67,
- Water consumption in m³ on page 68,
- Paper purchased in tonnes on page 68,
- Waste generated in tonnes on page 68.

Society:

- Turnover of permanent employees (gender and age group) (in headcount and %) on page 75,
- Average Hours of Training per year per employee on page 75,
- Composition of the workforce (in headcount) on page 78,
- Absence rate in 2025 in % on page 78,
- Diversity of the management body & workforce (in headcount and %) on page 82.

The indicators in the EFG's Sustainability Report were prepared by the Management based on the criteria as described in the section "About this report" on page 9 of the Sustainability Report.

The section "About this report" was developed based, among others, on the GRI Sustainability Reporting Standards (GRI Standards 2021) published by the Global Reporting Initiative (GRI), the definition of EFG's AuM in investments products and services with a dedicated ESG focus, available on pages 44 of the Sustainability Report and the calculation of financed emissions are based on the Partnership for Carbon Accounting Financials (PCAF) with methodologies disclosed on pages 66 and 67 (together referred to as the "suitable Criteria"). Our evaluation of the selected 2025 Indicators was against this suitable Criteria.

Inherent limitations

The accuracy and completeness of the selected 2025 Indicators (including the GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the

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quantification of the selected 2025 Indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the selected 2025 Indicators and the values needed to combine e.g. emissions of different gases. Our assurance report will therefore have to be read in connection with the suitable criteria used by EFG, its definitions and procedures in the "About this report" (page 9) and on the respective pages where the above-mentioned indicators were disclosed in the Sustainability Report.

Board of Directors' responsibility

The Board of Directors is responsible for preparing and presenting the selected 2025 Indicators in accordance with the criteria disclosed in the "About this report" on page 9 in the Sustainability Report. This responsibility includes the design, implementation and maintenance of the internal control system related to the preparation and presentation of the selected 2025 Indicators that are free from material misstatement, whether due to fraud or error. Furthermore, the Board of Directors is responsible for the selection and application of the suitable Criteria and adequate record keeping.

Independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour and relevant independence and ethical requirements as transposed in Switzerland by EXPERTsuisse.

PricewaterhouseCoopers SA applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's responsibility

Our responsibility is to perform a limited assurance engagement and to express a conclusion on the selected 2025 Indicators (including the GHG emissions). We conducted our engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance engagements other than audits or reviews of historical financial information' and the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. Those standards require that we plan and perform our procedures to obtain limited assurance whether anything has come to our attention that causes us to believe that the selected 2025 Indicators was not prepared, in all material respects, in accordance with the suitable Criteria and description of its application in the Sustainability Report (including the GHG statement) for the year ended 31 December 2025.

Based on risk and materiality considerations, we performed our procedures to obtain sufficient and appropriate assurance evidence. The procedures selected depend on the assurance practitioner's judgement. A limited assurance engagement under ISAE 3000 (Revised) and ISAE 3410 is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

The procedures we performed included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

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

2 Independent practitioner's limited assurance report on the selected 2025 Indicators in the Sustainability Report 2025 to the Board of Directors of EFG International AG, Zurich

**Conclusion**

Based on the work we performed, nothing has come to our attention that causes us to believe that the selected 2025 Indicators (including the GHG emissions) of EFG International AG for the period from 1 January 2025 to 31 December 2025 are not prepared, in all material respects, in accordance with the suitable Criteria.

Intended users and purpose of the report

This report is prepared for, and only for, the Board of Directors of EFG International AG, and solely for the purpose of reporting to them on the selected 2025 Indicators (including the GHG emissions) and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the suitable Criteria, to enable the Board of Directors to demonstrate that they have discharged their governance responsibilities by commissioning an independent assurance report over the selected 2025 Indicators, without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of EFG International AG for our work or this report.

PricewaterhouseCoopers SA

Alex Astolfi

Omar Grossi

Genève, 17 February 2026

The maintenance and integrity of EFG International AG's website and its content are the responsibility of the Board of Directors. The work we have performed as the independent assurance practitioner does not involve consideration of the maintenance and integrity of the EFG International AG's website. Accordingly, we accept no responsibility for any changes that may have occurred to the reported on the selected 2025 Indicators (including the GHG emissions) or suitable Criteria since they were initially presented on the website.

Cautionary statement

EFG International's business is exposed to different risks that could adversely impact its sustainability-related results and reports. These risk factors are described in detail in the "Risk management and risk governance" section of the Sustainability Report 2025. As a result of our strategic ambition announced on 12 October 2022, our sustainability-related commitments, targets and indicators may be reviewed and adjusted accordingly depending on future changes, which may result in restatements in future reporting periods. Practices evolve quickly with regard to sustainability reporting. The disclosures contained in this Report are inherently limited by the emerging science and market practices, the requirement to use estimates for certain figures, the dependence on management judgments in the absence of established methodologies in the market, including in the context of ever-evolving regulatory disclosure requirements and expectations, and the reliance on third-party and other data that may be immature in some instances. The assumptions and estimates we use in our sustainability reporting may change over time, and the information in the Sustainability Report 2025 includes non-financial indicators, estimates or other information that remain subject to significant uncertainties, such as the collection and verification of data, and assumptions, as well as underlying data obtained from third parties, some of which may not be independently verifiable. We strive to be transparent about these limitations to our disclosures throughout the Sustainability Report 2025. We strive to advance our non-financial disclosures and we recognise that greater comparability insight in the future will further aid our readers' understanding. We continue to review and enhance our approach to data, frameworks and methodologies to align with ever-evolving regulatory standards and market principles as this subject area matures, and we provide the disclosures in this Report as a means of being transparent about our sustainability initiatives and activities. In addition, the term

"materiality" and other similar terms, as used in this document, are distinct from, and should not be confused with, such terms as used and defined in the Annual Report 2025 of EFG International. In conclusion, while our Sustainability Report 2025 shows progress, we note that this should also be viewed as preliminary progress in some areas, as a result of the above-mentioned factors. The information we have provided in this Report reflects our approach to sustainability at the time of this Report being published and is subject to change without notice. Certain disclosures, including our climate-related disclosures, may be amended, updated, recalculated and restated in the future based on continued improvements to the quality and comprehensiveness of available data and methodologies at the time.

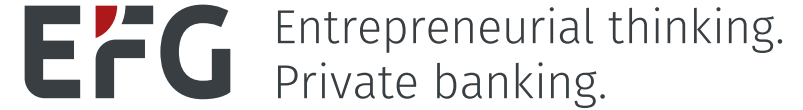
This Report contains certain forward-looking statements that can generally be identified by words or phrases such as "potential," "expect," "will," "plan," "may," "could," "going forward," "target," "believe," "goal," "estimate," "intend" or similar expressions, or by express or implied discussions regarding our sustainability-related commitments, targets and indicators, as well as our strategy, plans, expectations or intentions. Such forward-looking statements are based on the current beliefs and expectations of management regarding future events, and they are subject to significant known and unknown risks and uncertainties. Should one or more of these risks or uncertainties materialise, or should underlying assumptions prove incorrect, actual results may vary materially from those set forth in the forward-looking statements. You should not place undue reliance on these statements.

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