

Remuneration Policy

November 2026

Principles of the Remuneration Policy
of LGT PB Fund Solutions AG

Purpose and legal basis

The Remuneration Policy establishes sustainable standards for the compensation of identified employees, avoids disincentives to protect investors from excessive risks and complies with the legal requirements for UCITS and AIF managers operating in Liechtenstein. In accordance with the strategy, objectives and values of LGT PBFS, potential conflicts of interest are prevented, in particular between employees on the one hand and investors and funds on the other.

Sustainability

The Remuneration Policy promotes sustainable employee behavior in line with the Sustainable Finance Disclosure Regulation (SFDR) and is intended to help achieve the sustainability goals. The Compensation Policy reflects the importance of the Code of Conduct, including the associated sustainability risks. It stipulates that omissions or breaches of the LGT Code of Conduct or internal guidelines and directives can lead, among other things, to a reduction in variable compensation.

Identified employees

The Executive Board, risk takers and holders of significant control functions are covered by the regulations. In accordance with the principle of proportionality, other employees are included if they receive compensation comparable to that of the Executive Board, a de minimis clause is applied, and commissioned third parties are included in the standards.

Variable compensation

The variable compensation is risk-adjusted and depends on the sustainability of particular personal performance and on the success of the company. The performance targets include financial and non-financial criteria. The relationship between direct and retained compensation avoids incentives to take excessive risks.

Retention

Part of the variable compensation may be deferred over several years to ensure alignment with long-term, sustainable success and compliance with statutory and regulatory requirements. The variable compensation is designed to be risk-adjusted and, where possible, dependent on the sustainability of particular personal performance. The relationship between immediate and deferred compensation prevents incentives to take excessive risks and complies with regulatory requirements.

Malus and Clawback

A malus is an agreement under which LGT Group can reduce the value of all or part of the variable remuneration to-be-retained on the basis of ex-post risk adjustments prior to drawing. A clawback is an agreement under which the employee must return ownership of an amount of variable remuneration paid or already drawn in the past to the institution under certain conditions.

Instrument-based compensation

Part of the variable compensation can be paid in accordance with the LGT employee participation model, the value of which develops in line with the sustainable business success of LGT Group and the long-term investment performance of the Princely Property. This promotes a prudent approach to opportunities and risks in the interests of investors and the LGT Group as a whole.

Control functions

The variable compensation of employees in key control functions is essentially determined independently of the business performance and the success/failure of the monitored funds.

Disclosure

The remuneration actually paid is disclosed in the remuneration report of LGT PBFS in accordance with the legal requirements. This report and the regulations can be inspected at LGT PBFS or obtained free of charge.

Review

The Compensation Committee reviews the compensation of identified employees on an annual basis and assesses whether the implementation of the regulations avoids incentives to take excessive risks. LGT Group's internal audit department checks compliance with the legal requirements.