

## **Remuneration Policy**

EmergX Finance Corporation

Date: July 2025

### **1. Purpose**

This policy sets out the principles and governance framework for remuneration at EmergX Finance Corporation (EFC). It is designed to align staff incentives with long-term value creation, sound risk management, and compliance with the FCA's MIFIDPRU Remuneration Code for SNI firms.

### **2. Scope**

This policy applies to all employees, executive directors, senior managers, and non-executive directors. Remuneration covers salaries, variable pay (bonuses), pension contributions, and non-cash benefits.

### **3. Governance**

- The Remuneration & Governance Committee reviews and approves remuneration annually.
- The Committee comprises the Executive Chair, one Independent NED, and the CFO.
- No individual may participate in decisions affecting their own remuneration.

### **4. Remuneration Principles**

- Alignment with EFC's business strategy, risk appetite, and capital base
- Fixed pay based on market benchmarks and individual performance
- Variable pay capped and linked to financial sustainability and ESG outcomes
- No guaranteed bonuses or excessive severance packages
- Gender-neutral and inclusive framework
- Conflicts of interest must be disclosed and mitigated

### **5. FCA MIFIDPRU Compliance**

EFC complies with the proportionality requirements for SNI firms under MIFIDPRU 8, including:

- No requirement for deferral or payment in instruments
- Disclosure of remuneration practices in annual reports
- Annual policy review and board approval

### **6. Performance and Risk Assessment**

Performance evaluations consider:

- Achievement of strategic and impact targets
- Risk management and compliance record
- Contribution to team goals and ESG alignment

## **7. Monitoring and Review**

This policy is reviewed annually by the Remuneration & Governance Committee.

Amendments are approved by the Board. Remuneration data and compliance are audited as part of EFC's governance cycle.