

Remuneration Policy – Public Disclosure

Quantitative Disclosures

This quantitative remuneration disclosure is as of 31 December 2025, with respect to SAMLUX employees.

No adjustments were made collectively or individually due to misconduct, failings or other irregularities.

For the year ending 31 December 2025	Fixed Remuneration	Variable Remuneration	Total Remuneration	No. of Beneficiaries
Total remuneration awarded by SAM LUX during the financial year *	1,676k €	224k €	1,900k €	21
Remuneration awarded to Head of Office and COs **	911k €	161k €	1,072k €	6

* The remuneration disclosed above is remuneration awarded by SAM LUX in respect of the performance year 1 January 2025 to 31 December 2025 and includes all SAM LUX Employees.

** Employees who are Conducting Officers (CO) and the Head of SAM LUX Office.