



OUR CORPORATE RESPONSIBILITY

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FOREWORD /

Mirabaud's vision, mission and core values, as described below, are at the forefront of all our activities. These aspects have conveyed our Group's culture since it was founded in 1819 and are also at the heart of our corporate responsibility strategy (CSR).

OUR VISION

At Mirabaud, by drawing on the expertise of our talents and our centuries of experience, we bring added value to our clients and ensure that finance plays a positive role in creating a better, fairer and more equal society.

OUR MISSION

Our mission is to serve our clients responsibly.

MIRABAUD'S CORE VALUES

Independence :

As a family business with two hundred years of experience, we adopt a long-term approach for everything we do; we are entrepreneurs who think in terms of years instead of quarters.

Serving our clients has always been our main focus, so we set objectives that perfectly align with their interests to meet their current and future needs.

Conviction :

We are confident that human talent can make a difference, both in the way we serve our clients and in the way we run our business. We strive to provide our experts with the corporate culture and environment required to showcase their talents, conviction and long-term vision and, above all, to create value for our clients.

Responsibility :

For two hundred years, our company has been passed down from generation to generation and each time it grows stronger and moves with the times. Today, this broader sense of responsibility and sustainability is reflected in our interactions with our clients, employees, brand image and with the wider society in general.

MIRABAUD'S CORPORATE RESPONSIBILITY

Mirabaud continues to provide a conviction-based corporate social responsibility strategy that includes its clients and employees and extends to all its other stakeholders. This strategy is steered by a CSR Committee. It is based on four pillars that guide our actions :

- I. An **economic responsibility** strategy intended for clients, the Group's economic partners and the wider economy ;
- II. A **social responsibility** strategy aimed at all Mirabaud Group employees ;
- III. An **environmental responsibility** strategy that looks at how natural resources are used and how to protect the environment ;
- IV. A **societal responsibility** strategy for communities and the wider society.



Lionel Aeschlimann
Managing Partner
Vice-Chairman of the CSR Committee

Yves Mirabaud
Senior Managing Partner

Camille Vial
Managing Partner
Chairwoman of the CSR Committee

Nicolas Mirabaud
Managing Partner
Member of the CSR Committee





ECONOMIC RESPONSIBILITY AT MIRABAUD



Mirabaud's economic responsibility consists of exercising the most effective corporate governance and best practices when conducting our business.

Making sure our clients and business partners are entirely satisfied is both a priority and an essential factor to ensure the sustainable development of Mirabaud's activities.

In its business relations, Mirabaud is committed to applying the highest standards of excellence, responsibility and ethics to all its investments services and products.

Mirabaud's relationships with its private and institutional clients, companies and individuals are built to last. Mirabaud is attentive to their

needs and offers a range of high-quality financial services and products tailored to their specific values, expectations and requirements.

We are aware of the challenges of sustainable development and understand the need to consider the associated extra-financial criteria. Accordingly, we are actively involved in socially responsible investing (SRI). Since 2010, the Group has been a signatory of the UN's Principles for Responsible Investment (PRI) and has been awarded the highest rating (A+) in this field for our overall strategy and governance. Mirabaud aims to offer a comprehensive range of products and services that are in line with its clients' expectations and that integrate environmental, social and governance (ESG) principles. The Group

therefore combines its growth objectives with its objectives for sustainability and responsibility.

The Group and its employees have high risk awareness and ensure they have compliance embedded into all their activities. Beyond its legal duty, Mirabaud's economic responsibility also includes a code of conduct that promotes ethical business principles. Mirabaud requires its employees to behave in an exemplary manner that protects the Group's reputation and image towards its clients and society at large. Mirabaud does not tolerate any violations to any legal provisions or ethical principles.

This same exemplary conduct is expected from Mirabaud's suppliers and partners.

/ Mirabaud's economic responsibility consists of exercising the most effective corporate governance and best practices when conducting its business. /







**SOCIAL RESPONSIBILITY
AT MIRABAUD**



Mirabaud's social responsibility involves actively supporting employees' well-being and professional development.

In all its business lines, subsidiaries and branches, Mirabaud brings together talent in a variety of roles and professions. The bank's main asset is its employees, whatever their area of expertise. Each and every person, with their expertise and commitment, plays a role in serving Mirabaud's clients and therefore in the Group's success.

Mirabaud is aware of the importance of human capital and the benefit of working with motivated and dynamic employees who are experts in their fields; it strives to instil a corporate culture of excellence that is both

stimulating and respectful of others. The Group is actively involved in recruiting talent and fostering their personal and professional development internally.

Mirabaud offers generous terms of employment and provides employees with a competitive remuneration package. Mirabaud gives employees the opportunity to acquire new knowledge and improve their skills through a wide range of excellent external training programmes.

Employees benefit from a variety of cultural and sporting activities during their free time. These activities help to achieve work-life balance, encourage employees to support the corporate culture and build on these valued employee relations.

Ensuring high-quality working conditions is a priority. Mirabaud takes the necessary logistical and organisational measures to ensure safety at work as well as the physical and mental health of its employees in all subsidiaries and branches. These are frequently reassessed and adjusted to conform to any new requirements.

The diversity and inclusion of Mirabaud employees — a representation of the company itself — is valuable and an essential asset in improving how we serve an equally diverse client base. In line with its values, Mirabaud strongly condemns discrimination or harassment, actively striving for equal treatment for all its employees and the fostering of a safe working environment.

/ Mirabaud's social responsibility involves actively supporting employees' well-being and professional development. /







**ENVIRONMENTAL
RESPONSIBILITY
AT MIRABAUD**





Mirabaud's environmental responsibility is reflected through its consistent consideration of the environment and natural resources in the context of its activities.

Mirabaud is fully aware of the importance of taking today's environmental issues into account. The alarming trends of climate change and the overconsumption of natural resources affect everyone in society and require an ambitious, collective response. In this respect, Mirabaud plays its part in addressing these issues through various initiatives. Mirabaud is taking steps to significantly reduce its environmental impact

and usage of natural resources by improving its daily practices for the Group as a whole.

With the aim of reducing its carbon footprint, Mirabaud measures both its direct and indirect greenhouse gas emissions linked to its electricity consumption, in particular. The Group carries out a comprehensive, quantitative assessment of its carbon footprint before adopting targeted measures to reduce the impact of emissions that arise from its activities. Examples of areas where measures are being implemented include energy supply and optimisation, building insulation and business travel.

In all its subsidiaries and branches, Mirabaud also assumes responsibility for the management of natural resources and waste. Employees are made aware of the importance of optimising resources at the workplace (paper, water, electricity). Facilities are made available for waste to be separated and then recycled.

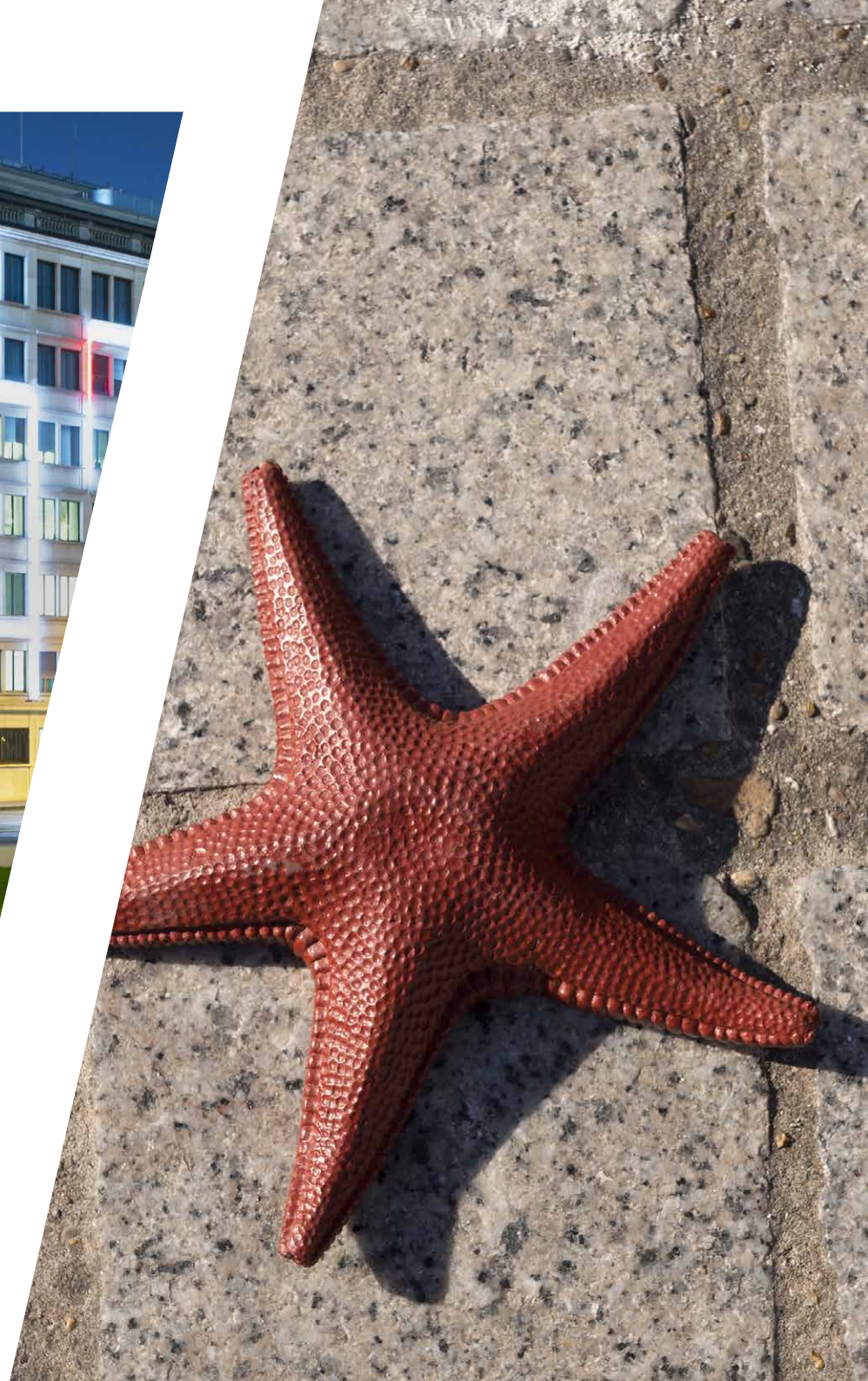
When it comes to its purchases, Mirabaud seeks to source responsibly. Environmental criteria are consistently taken into account when making purchasing decisions for equipment and services.

/ Mirabaud's environmental responsibility is reflected through its consistent consideration of the environment and natural resources in the context of its activities. /





**SOCIETAL RESPONSIBILITY
AT MIRABAUD**





Societal responsibility at Mirabaud includes its civic contribution to both the harmonious and fair development of the wider society and the inclusion of communities.

In all areas where its subsidiaries and branches are located, Mirabaud is perceived positively and has strong ties to the local community. Mirabaud's excellent reputation within the community is crucial to the Group's success.

Through its involvement in various events and initiatives as well as the partnerships it nurtures, Mirabaud seizes the opportunity to sustainably contribute to the positive development of society and strengthen social inclusion of local communities.

For many years, Mirabaud has been associated with major projects and events in sport and culture. Mirabaud uses its involvement in the Bol d'Or Mirabaud — the largest inland regatta — and its support of the Foire Internationale pour l'Art Contemporain (FIAC)— the prestigious Paris Contemporary Art Fair—and the Zurich Art Weekend, as well as the establishment of its own contemporary art

collection, to promote its values and vision to the surrounding world. In this way, Mirabaud enables its passions to be shared to the widest possible audience.

By actively participating in various professional associations and supporting different national and international initiatives, Mirabaud aims to strengthen the positive role played by finance in the resolution of societal problems, particularly in relation to sustainable development and corporate responsibility.

Lastly, in line with its strong humanist values that have shaped its Partners' actions for over two hundred years, Mirabaud supports numerous philanthropic partnerships, both at a local, national and international level. All the projects it supports reflect Mirabaud's values and strengthen its impact in terms of societal responsibility.

Among other activities, it is Mirabaud's objective to actively promote peace wherever possible. In this regard, Mirabaud takes a particular pride in developing a strong partnership with Interpeace, a well-known international non-governmental organization in the area of peace.

/ Societal responsibility at Mirabaud includes its civic contribution to both the harmonious and fair development of the wider society and the inclusion of communities. /



05



**IMPLEMENTING THE CORPORATE
RESPONSIBILITY STRATEGY
AT MIRABAUD**



Corporate social/societal responsibility (CSR) is a key focus at Mirabaud, with values that can be traced back to the Group's founders. The CSR strategy is driven by the CSR Committee comprising of three Managing Partners as well as heads of various cross-functional and support units. This committee approves the CSR strategy and coordinates its implementation.

The CSR Committee meets regularly so that different actions that have been adopted can be monitored and their impact evaluated. Ongoing initiatives and actions are measured and analysed using key indicators. Corrective measures are deployed if necessary.

To ensure Mirabaud's CSR strategy is implemented in a coherent, comprehensive and consistent manner, the CSR Committee refers to the "Table of the four pillars of the CSR strategy" shown below.

ECONOMIC RESPONSIBILITY

LINKS TO THE SUSTAINABLE DEVELOPMENT GOALS ADOPTED BY THE UNITED NATIONS MEMBER STATES



OBJECTIVE

To maintain a robust corporate governance framework and conduct business responsibly and sustainably.

COMMITMENT

- Mirabaud is committed to offering a range of top-quality services and products that are tailored to its clients' needs.
- Mirabaud is committed to embedding a long-term vision and approach across its governance.
- Mirabaud is committed to strengthening sustainable finance across its business activities.

AREAS FOR ACTION

- A** Quality of services offered to clients.
- B** Comprehensive range of responsible and sustainable products and services.
- C** Business ethics and regulatory compliance.
- D** Relationships with partners and providers of products and services.

SOCIAL RESPONSIBILITY

LINKS TO THE SUSTAINABLE DEVELOPMENT GOALS ADOPTED BY THE UNITED NATIONS MEMBER STATES



OBJECTIVE

To encourage a corporate culture that respects all employees, while striving to attract, foster and retain talent.

COMMITMENT

- Mirabaud is committed to providing its employees with a healthy and comfortable working environment.
- Mirabaud is committed to retaining, developing and supporting its talent.
- Mirabaud is committed to promoting employee diversity, inclusion and equal treatment.

AREAS FOR ACTION

- E** Employee satisfaction and training.
- F** Health and safety at work.
- G** Diversity, inclusion and equal treatment of employees.



ENVIRONMENTAL RESPONSIBILITY

LINKS TO THE SUSTAINABLE DEVELOPMENT GOALS ADOPTED BY THE UNITED NATIONS MEMBER STATES



OBJECTIVE

To reduce the environmental impact of our activities.

COMMITMENT

- Mirabaud is committed to preserving natural resources.
- Mirabaud is committed to understanding its impact on the environment and to limiting it.
- Mirabaud is committed to optimising its waste management practices.

AREAS FOR ACTION

- H** Management and reduction of CO2 emissions.
- I** Responsible resources and waste management.
- J** Responsible purchasing and procurement.

SOCIETAL RESPONSIBILITY

LINKS TO THE SUSTAINABLE DEVELOPMENT GOALS ADOPTED BY THE UNITED NATIONS MEMBER STATES



OBJECTIVE

To contribute to the harmonious development of civil society and to the inclusion of communities.

COMMITMENT

- Mirabaud is committed to establishing partnerships and supporting initiatives that are in line with its passions and values.
- Mirabaud is committed to being a promoter of peace and to financially supporting actors in the field.

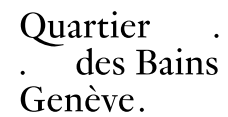
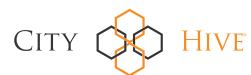
AREAS FOR ACTION

- K** Cultural and sports partnerships.
- L** Involvement in sustainability initiatives and associations.
- M** Philanthropy, including the promotion of peace.

This table sets out the four pillars on which Mirabaud's CSR strategy is based. It identifies material topics that must be addressed as a priority.

The CSR Committee ensures that relevant initiatives and concrete actions for all topics are implemented or scheduled to be implemented in the near future. The CSR strategy deployed is unique to Mirabaud ; it applies to all of its business lines, subsidiaries and branches. Mirabaud's management and employees work together to ensure the Group's CSR strategy is carried out at all times.

OUR CSR PARTNERS



IMPORTANT LEGAL INFORMATION

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