



**CSR
REPORT
2022**



1819



Organisation covered

This report covers the entire Mirabaud Group, which consists of all its subsidiaries and regional offices.

Unless the context otherwise requires, the terms “we”, “us”, “our”, “Group”, “Company” and “Mirabaud” as used in this Sustainability Report each refer to Mirabaud & Cie SA.

Period covered

This report focuses on Mirabaud Group’s activities undertaken during Calendar Year 2022, i.e. between 1st January 2022 and 31 December 2022.

The report also includes past background information.

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Published by

Mirabaud CSR Committee

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CONTENTS /



| | |
|--|----|
| Message from the CEO, Camille Vial, President of the Mirabaud CSR Committee | 6 |
| Mirabaud's CSR strategy | 10 |
| Mirabaud's CSR governance | 13 |
| Summary of Mirabaud's CSR progress in 2022 and outlook | 14 |
| Economic Responsibility | 18 |
| Social Responsibility | 22 |
| Environmental Responsibility | 28 |
| Societal Responsibility | 32 |
| Conclusion | 34 |



MESSAGE FROM THE CEO, CAMILLE VIAL /

PRESIDENT OF THE MIRABAUD CSR COMMITTEE

On behalf of the Mirabaud team and as President of the Corporate Social Responsibility (CSR) Committee, I am delighted to present Mirabaud's 2022 CSR Report. This report marks our long standing commitment to CSR and represents a key component of our transparent communication regarding sustainability and responsibility.

At Mirabaud, our *raison d'être* is to provide personalised service to our clients and help them navigate a complex world while ensuring finance contributes to a better and fairer society for all. We have been doing this for more than 200 years. Since 1819, we have continuously evolved to meet the challenges of the times, positioning our services and offerings for future growth. Our entrepreneurial mindset compels us to think in terms of years, not just quarters, as we support our clients in preserving, growing, and passing on their financial capital.

As a member of the Mirabaud founding family, I take great pride in contributing to the ongoing and sustainable development of the Group, preparing it for the next generation. This endeavour requires a long-term vision, a clear understanding of our identity and purpose, and effective management of resources and risks.

Conviction, independence, and passion are fundamental values within our entrepreneurial culture, alongside our sense of responsibility. Nurturing a robust corporate culture based on a clear vision, shared values, ethics, sound governance, and minimising our environmental impact is pivotal to our relationships with clients, employees, local communities, and stakeholders.

Our CSR Committee, comprising senior representatives from various functions within the Group, ensures a holistic approach. ESG criteria are deeply embedded in our Wealth Management and Asset



Management solutions. As a signatory to the United Nations Principles for Responsible Investment (PRI) since 2010, our Group's governance and global strategy have earned us the highest rating in this domain.

Thanks to our CSR framework, robust governance and clear communication, we have made significant strides towards achieving our CSR goals throughout 2022. I am delighted to share that we have made progress across all four pillars of responsibility: economic, social, environmental, and societal. I extend my sincere gratitude to our clients, employees, and stakeholders for their unwavering support and contributions. The chapters of this report provide detailed insights into our CSR commitments and accomplishments in 2022. Recognising that CSR is an ongoing commitment, this report also outlines areas for further development where we will

concentrate our efforts in the short, medium, and long term, aligning with the UN Sustainable Development Goals that the Group embraces.

Camille Vial
Managing Partner
CEO, Mirabaud & Cie



Mirabaud contributes to SDGs 3, 5, 8, 11, 12, 13, 15, 16

“The 2030 Sustainable Development Goals (‘SDGs’ or ‘Global Goals’ or ‘Agenda 2030’) were set by the United Nations in 2015.”

“The 17 Global Goals range from ending poverty to working in partnerships, with each Goal having agreed targets. Delivering the Global Goals is not reserved for governments, they are also for individuals, organisations and companies of all sizes. The period starting in 2020 has been named the Decade of Delivery.”

Mirabaud has decided to embrace 8 UN SDGs through its various actions: decent work and economic growth; responsible consumption and production; good health and well-being; gender equality; climate action; life on land; sustainable cities and communities; peace, justice and strong institutions.





MIRABAUD'S /

CSR STRATEGY

Back in 2019, Mirabaud performed its first materiality assessment that allowed for a comprehensive mapping of Environmental, Social and Governance activities key to our Group and to our stakeholders. This laid the necessary foundation to endorse clear responsibility objectives and allowed us to identify areas of actions for the Group in line with the UN SDGs.

Along with the above assessment, Mirabaud articulated a robust and holistic CSR strategy which describes and frames the CSR efforts which Mirabaud has been committed to since its foundation.

The Group's CSR strategy makes sure we serve our clients responsibly and is based on the four responsibility pillars that guide our actions:

1. An economic responsibility strategy linked to our relationships with our clients, economic partners and the wider economy;
2. A social responsibility strategy for all Mirabaud Group employees;
3. An environmental responsibility strategy that looks at our usage of natural resources and how we can help protect the environment;

4. A societal responsibility strategy for local communities and the wider society.

Sustainable Finance is an area where Mirabaud, as a financial actor, has a specific role to play in order to contribute to a more sustainable economy.

Thereby, Sustainable Responsible Investments (SRI) and ESG are an integral part of Mirabaud's economic responsibility pillar. Mirabaud articulates SRI around four approaches to consistently invest in a sustainable and responsible way across all of the Group's business lines:

1. Active ownership
2. ESG integration
3. Exclusion
4. Climate strategy

Please refer to our dedicated CSR and SRI brochure for detailed insights into our CSR and SRI strategies, and how these strategies are tied to the UN SDGs.



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.

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

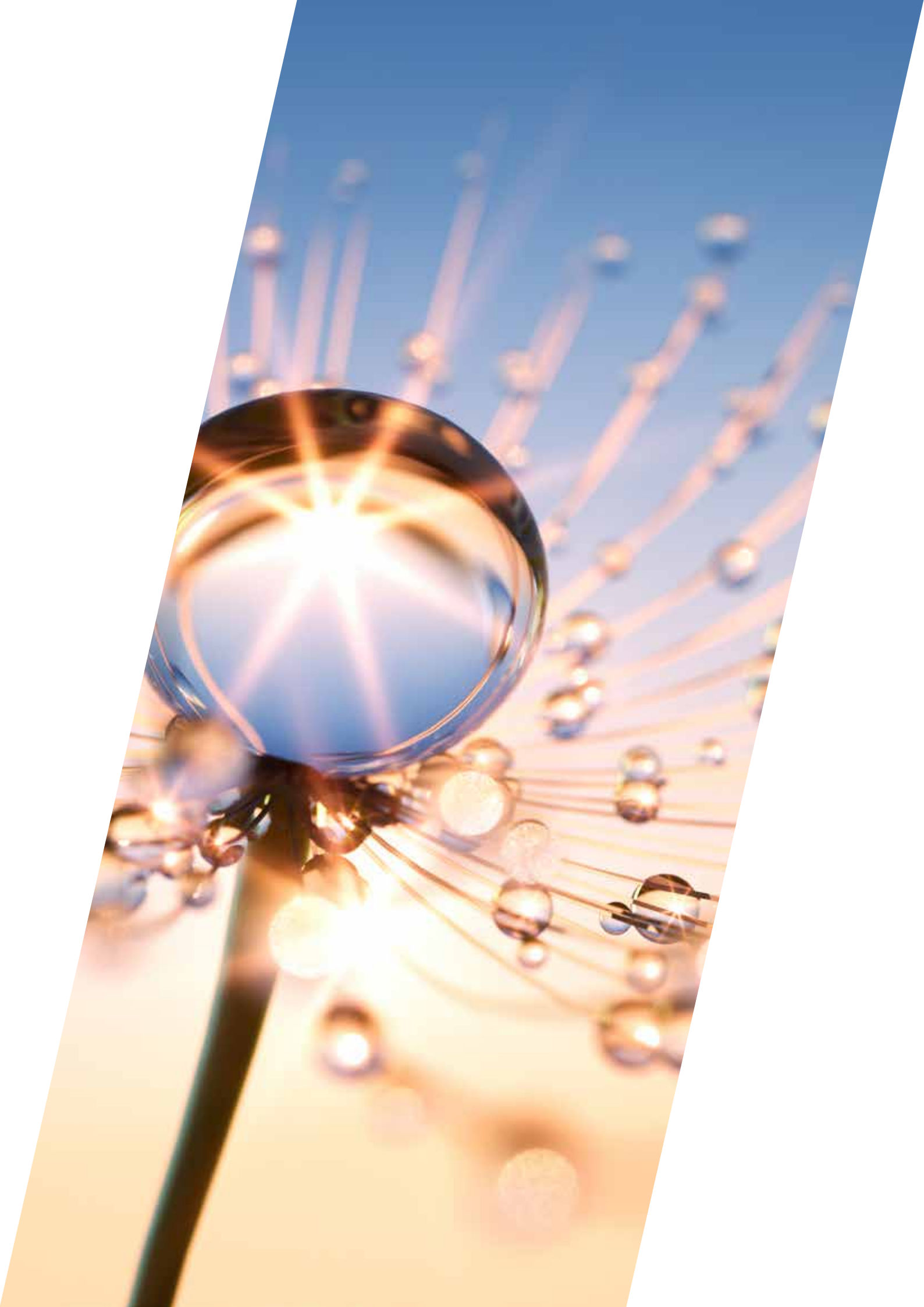
To contribute, at our level, to the harmonious and fair development of society and the inclusion of local communities.

COMMITMENT

- Mirabaud is committed to establishing partnerships and supporting initiatives that are in line with its values.
- Mirabaud is committed to supporting the next generation of talent in watersports and the arts.
- Mirabaud is committed to volunteering activities for colleagues worldwide.
- Mirabaud is committed to philanthropic activity, in particular in the area of supporting peacebuilding.

AREAS FOR ACTION

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





MIRABAUD'S /

CSR GOVERNANCE

Responsibility for ensuring progress against our CSR strategy lies with our Managing Partner and CEO of Mirabaud & Cie, Camille Vial, who is also the President of Mirabaud's CSR Committee.

In her role of President of the CSR Committee, Camille Vial is supported by the members of the Group's CSR committee, comprising three of the four Managing Partners as well as representatives from other Group functions. The committee has established terms of reference and meets at least quarterly to review progress,

agree on activities for supporting relevant programmes, and provide guidance to Mirabaud's dedicated CSR task force that subsequently coordinates with external and internal stakeholders for implementation.

Each of the four strategic focus areas of the CSR strategy - economic, social, environmental and societal – is led by a Director within the business. Internal and external experts are invited to attend the Committee on an ad-hoc basis.

CSR Governance





YEAR 2022 /

AT A GLANCE AND OUTLOOK

We are pleased to report significant progress and achievements in 2022 on our CSR programme.

Economic responsibility: we progressed on our SRI offering and maintained responsible business practices. While the responsible investment strategies in our Asset Management business line continued to systematically integrate state of the art ESG data and processes, we reached an additional milestone by signing the Net Zero Asset Managers initiative (NZAM) and validating related targets. The NZAM initiative accelerates our contribution to the financing of the transition towards a sustainable economy in line with the Paris Agreement and helps us implement our climate strategy. Within the Wealth Management business line, we launched a dedicated climate change AMC (Actively Managed Certificate) and continued to expand the area of activity's ESG research

to include an impact dimension for recommended companies. In parallel, we provided training to our employees from front to back office on an ongoing basis to maintain a common base of knowledge on sustainability, be it linked to our responsible investment approaches or ethical business practices. This is an essential building block for the Group to ensure highest standards are met throughout our activities.

Environmental responsibility: in addition to dedicated Real Estate improvements in our Geneva headquarters that allowed us to improve energy efficiency, we conducted our second carbon footprint measurement as a company. This allowed us to assess progress made on the reduction of our carbon emissions and to validate the next steps in our climate action plan.

Social responsibility: while further growing the inclusive framework for our employees



to evolve in when at work through dedicated diversity and inclusion initiatives, we launched a Group Leadership program to enhance the capabilities of our Managers across the Group.

Societal responsibility: along with local partnerships and the continued support to young talents in arts and sports, we have expanded charitable activities by allowing for an annual “charity day” where employees can go out into the field and lend charitable associations a helping hand.

CSR is an ongoing and ever evolving topic, therefore Mirabaud will continue to build on progress made in 2022 and leverage expertise and resources to advance on the four responsibility pillars.

Informing our stakeholders on CSR progress is key as we are convinced it will help us to further enforce our processes and build trust with our stakeholders. The Group will therefore strive to extend the breadth and depth of its reporting on CSR figures and activities.

2022 - Selected CSR milestones



- 01 02.2022:** Real estate improvement in Geneva headquarters to reduce energy consumption by thermal insulation and change of lighting system.
- 02 03.2022:** Annual public transport subsidy to Mirabaud employees in Switzerland and Dubai.
- 03 04.2022:** Launch of dedicated climate change AMC and expansion of the business line's ESG research to include impact dimension for recommended companies.
- 04 04.2022:** French SRI label granted to the Mirabaud – Global Climate Bond Fund, Mirabaud – Discovery Europe, Mirabaud – Discovery Europe ex-UK, Mirabaud – Discovery Convertibles Global.
- 05 05.2022:** Close to 90% of Mirabaud Asset Management investment funds classify under article 9 and article 8 of SFDR.
- 06 06.2022:** Bol d'Or Mirabaud, local public event, shared with a wider audience through the sponsoring of 4 young international sailors and a mini-series published on social media.
- 07 06.2022:** 2nd carbon footprint measurement (scope 1, 2 and 3) and assessment of next steps to reduce carbon emissions.
- 08 08.2022:** Increase stringency for investment exclusions across all areas of activity.
- 09 09.2022:** Group leadership programme to train Managers on zero discrimination recruitment, performance development and leadership.
- 10 10.2022:** Support to Interpeace.
- 11 10.2022:** Round table at Building Bridges around Private Equity and impact investing.
- 12 11.2022:** Charity day activities (staff volunteering).
- 13 11.2022:** Signature of the NZAM initiative and validation of related targets.
- 14 12.2022:** Belgian SRI label granted to the Mirabaud Sustainable Convertibles Global fund.



**CSR PROGRESS
BY RESPONSIBILITY
PILLAR**



ECONOMIC /

RESPONSIBILITY

The objective of our economic responsibility pillar is to maintain a robust corporate governance framework and to conduct business responsibly and sustainably.

Mirabaud is committed to:

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

In 2022, Mirabaud has further developed the focus on providing high quality services for clients. We obtained a rating equivalent to A+ in PRI scores for our overarching approach to ESG and our funds have received the SRI label created and supported by the French Ministry of Finance. The quality, consistency, and excellence of our sustainable approach to investing is also reflected by the SFDR classification of two of our Mirabaud Asset Management funds into the most stringent category (Article 9), and most of the remaining funds classified as Article 8+ or 8.

Over the last 12 months, we have successfully continued to extend our range of responsible and sustainable products and services across our areas of activity to invest according to our values and convictions, while tailoring solutions to client's needs:

- / While extending our range of responsible and sustainable products and services, our Asset Management business line has signed the Net Zero Asset Managers initiative (NZAM) and validated the related targets. This was a key milestone in our climate policy; it helps us further materialise our commitment towards the increase of the climate resilience of our investments and allows us to contribute to the financing of the transition towards a sustainable economy in line with the Paris Agreement.
- / In addition to obtaining the French SRI label for 4 additional Mirabaud Asset Management funds, we launched, amongst other responsible investment products, a dedicated climate change AMC within our Wealth Management business line. The product focuses on companies that play a crucial role in



enabling the climate transition. The Wealth Management activity also further extended coverage of ESG research and strengthened ESG methodology to include an impact dimension for recommended companies.

- / Mirabaud's Corporate advisory team has facilitated investment in numerous solar and other renewable projects over the past year, encompassing both small portfolios through to gigawatt scale.
- / We have further increased the stringency of our exclusion policy. We took a stricter approach to thermal coal mining by lowering our revenue threshold to 10% to better reflect our commitment towards financing the transition to a low carbon economy, while supporting companies in their transition to more sustainable business models.
- / Acknowledging the importance of transparency when it comes to SRI investing, we continued to publish on our dedicated websites relevant SRI policies and documentation among which the Group's SRI policy, Mirabaud Asset Management's Exclusion and Engagement policy as well as Mirabaud Asset Management's Stewardship Report, Active Ownership Reports and product specific SRI reports.

The continuous interactions with investors, the exchanges with peers across both the local and international Asset Management and Wealth Management industry, and the partnering with organisations dedicated to sustainable and responsible matters,

allowed us to engage in and stay at the forefront of sustainable and responsible best practices, be it with respect to company management or product offering.

- / We continued to engage in SRI topics through strategic partnerships with selected SRI organisations, as well as through collaborative initiatives with like-minded investors such as Climate Action 100+, CDP Non-Disclosure campaign and CDP Science-based Targets Campaign.

We continued to address crucial topics including business ethics and compliance by providing our employees with training on regulatory requirements and sustainability concepts.

- / We continued to provide training to our employees and build internal capacity around sustainability, our responsible investment approaches, and regulatory aspects of our businesses.

The Group-wide Responsible procurement policy we finalised in 2021 continues to be our formal safeguard of both Mirabaud's and external stakeholders' commercial and sustainability interests.

Looking ahead, we will continue to focus on offering highest quality responsible investment solutions to our clients whilst maintaining strong business ethics and governance.



Selected highlights:



NZAM signed by Mirabaud Asset Management, materialising the Group's commitment to increasing the climate resilience of our investments and contributing to financing the transition towards a sustainable economy in line with the Paris Agreement.



4 additional Mirabaud funds were granted the French SRI label, and 1 fund obtained the Belgian label.



Launch of a dedicated climate change AMC within our Wealth Management area of activity.



Sectors in the Exclusion scope: thermal coal mining (exclusion threshold: 10%) tobacco production and related products (exclusion threshold: 5%) and controversial weapons.



ESG newsletters / training sessions for all investment professionals, and CSR/SRI welcome day for new joiners.



PRI Assessment Report 2021

Investment & Stewardship Policy

★★★★☆

Listed equity - Active ownership - Incorporation

★★★★★

Listed equity - active fundamental - voting

★★★★★

Fixed income - SSA

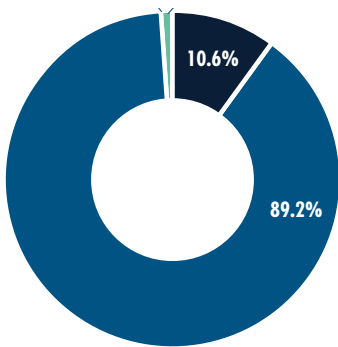
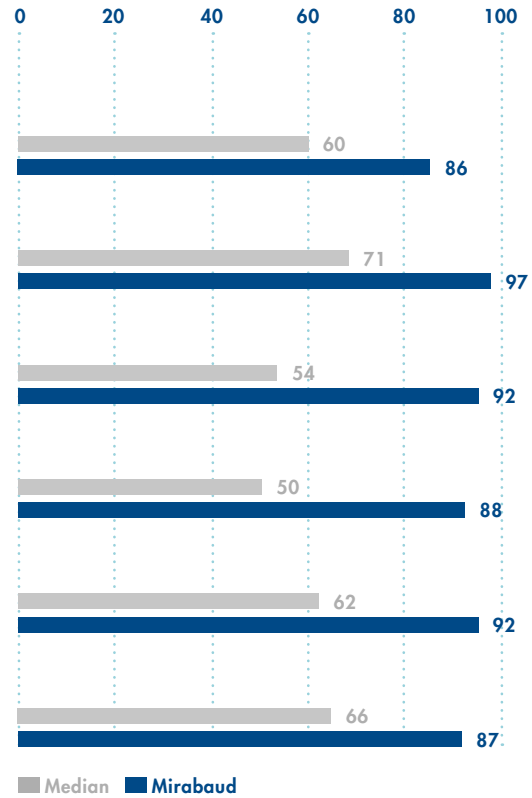
★★★★☆

Fixed Income - Corporate

★★★★★

Private Equity

★★★★☆



2022 Voting Statistics

- For: 89.2 % (3'709)
- Against/Withhold: 10.6 % (442)
- Abstain: 0.6 %

Shareholder voting activities for 2022

In 2022, we exercised our votes for all actively held stocks across our equity funds. The chart below summarises MAM's proxy voting activities in 2022.

Across 4,158 unique proposals available for voting, we voted "for" 89% of the time (3,709 votes) while nearly 11% of our votes were "against" (442 votes). We vote against management only when we believe the ambitions of a company are lacking. In 2022, we voted in line with management 89% of the time.



SOCIAL / RESPONSIBILITY

The objective of our social responsibility pillar is to encourage a corporate culture that respects all employees, while striving to attract, foster and retain talent.

Within this pillar, Mirabaud is committed to:

- / providing its employees with a healthy and comfortable working environment;
- / retaining, developing and supporting its talent;
- / promoting employee diversity, equity and inclusion (DEI).

Throughout 2022, we further developed the healthy, fulfilling and inclusive work environment we want our employees to evolve in and which will enable them to perform at their best:

- / The Group's Homeworking Policy, launched in 2021, supports flexible working arrangements with up to two homeworking days per week. Conscious that teamwork is a driver of success, we continued to maintain two anchor days on Mondays and Thursdays where employees know all colleagues will be at the office, this ensures that teams

have in-person exchanges and enables internal networking. We trust that this Homeworking policy brings additional comfort and flexibility to our employees and helps us retain talent.

- / Having moved on from the Covid19-pandemic, physical and mental health of our employees remains an overriding priority at Mirabaud. In 2022, we were busy integrating many measures put in place or increased during the pandemic into our "business as usual" programmes. Measures include the Employee Assistance Programmes (EAPs) accessible at different Mirabaud offices and a therapist available to employees two days per week to provide therapy or reflexology sessions in Geneva.

- / The Group's employee-run association is a key part of our DNA and its purpose has been expanded to integrate charity work with the existing social and cultural events. In order to reflect its expanded purpose, the association was renamed Mirabaud Charity and Leisure Association (MCL). Since 2022, all permanent employees of the Group have the opportunity to suggest, organise and participate in charity events with their



colleagues. For this purpose, the Partners provide employees with one annual working day. The charity work in 2022 and 2023 is dedicated to the theme of water, with a new theme chosen every two years. During 2022, local chapters of the MCL were created in Geneva, Zurich, Basel, Luxembourg, France, Spain and Canada and have already organised both charity and leisure events. The association continues to be highly appreciated by our employees as it plays a central role in connecting employees across our departments while exploring sports and cultural activities.

In 2022, we continued to recognize the importance of diversity, equity and inclusion as we are committed to being an equal opportunity employer. Thanks to its robust recruitment process, Mirabaud offers equal opportunities to all candidates and employees, regardless of culture, race, religion, age, gender, sexual orientation or disability.

I We recruited experienced employees whilst also focusing on fostering young talent through apprenticeships,

internships and trainee programmes across the Group. Mirabaud Asset Management in the UK, for instance, participates in the 'Investment2020' trainee scheme, which invests in our grassroots talent with a specific focus on widening access to diverse talent at entry-level roles.

I The City Hive Cross Company Mentoring scheme was run in 2022 for the third year for Mirabaud Asset Management employees and focuses on the promotion and progression of women and ethnic minorities in the asset management space.

I Our benefits packages aim to support diversity and since January 2021 a paid Paternity Leave entitlement of a minimum of 10 days was rolled out across all Mirabaud offices. This is also made available to secondary parents in same-sex partnerships.

I Mirabaud continues to be focused on ensuring equal pay. This is monitored in particular during hiring and throughout the year-end process. In Switzerland, an analysis was completed for bank employees, which concluded that there is no gender-pay gap. Our global



footprint provides for a solid foundation, which enables us to leverage on diversity.

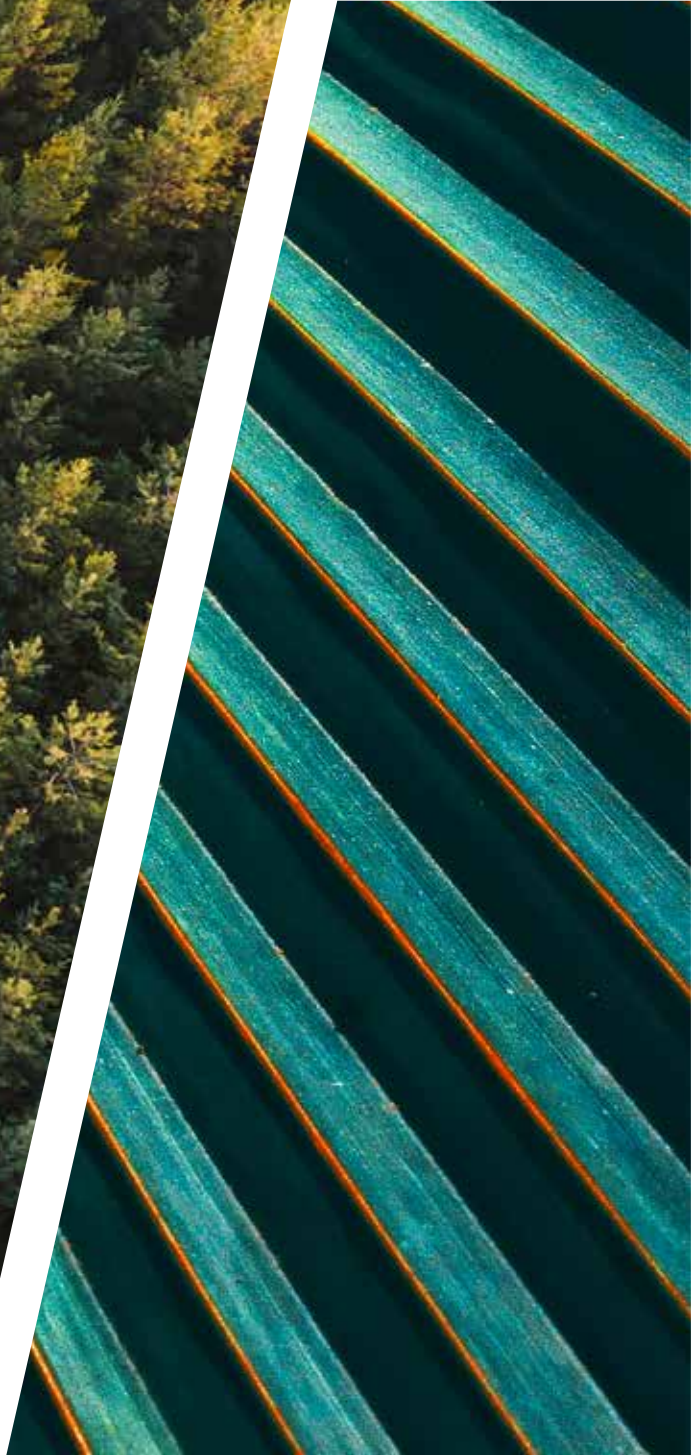
- / The UAE is a great example of our diversity and inclusion, employing 19 different nationalities with a total workforce of 32.

Mirabaud remains fully committed to developing a continuous learning culture. We encourage our employees to continue to build skills, knowledge and capabilities throughout their career with us, for instance by pursuing the CFA Certificate in ESG Investing. We trust this allows our employees to keep pace with the demands of their role, whilst building their confidence. It also ensures that we stay ahead of the curve and keep up-to-date with latest developments on industry practices.

- / Since 2021, we partner with language institutes in different locations to offer our employees individual tuition to grow their language skills. Moreover, we have built training programmes to offer access to the latest technical, business and leadership skills.

- / We recently launched a Group Leadership programme to enhance the capabilities of our Managers across the Group. It provides training to all managers on recruitment, performance development and leadership through three one-day workshops and individual coaching sessions as a follow-up. It is designed to provide our managers with a pragmatic tool-kit and ensure they share a common language and understanding of what is expected from them.

Our diverse, multi-location and multigenerational workforce is a key strength, which provides us with a solid foundation on which to continue to build. We recognise the importance of supporting the health & wellbeing of our employees, and we are fully committed to further developing related initiatives and events in 2023 and beyond.





ANDI RAZAK

Operations Analyst
at Mirabaud London

ANDI HAS JUST CELEBRATED HIS FIFTH ANNIVERSARY WITHIN MIRABAUD SECURITIES UK AS AN OPERATIONS ANALYST!



IN HIS FREE TIME, ANDI FOLLOWS HIS FAVORITED TEAM, CHELSEA, ALL OVER EUROPE. INDEED, HE'S A TRUE BLUES TO THE CORE!



ELODIE REINMANN

Senior Fund Distribution Officer
at Mirabaud Geneva

SHE JOINED MIRABAUD ASSET MANAGEMENT IN 2017 AND WITHOUT HER AND THE TEAM, NO SALES WOULD BE POSSIBLE.



SHE LIKES TO SAY THAT AS IN HER WORK, PLAYING THE VIOLIN REQUIRES A CERTAIN RIGOUR. PLAYING THIS DEMANDING INSTRUMENT THEREFORE APPEALS TO HER STRUCTURED MIND.



NICHOLAS BEDFORD

Relationship Manager
at Mirabaud Geneva

NICHOLAS, AKA NICK, IS MOSTLY FOCUSING ON INVESTMENT ADVICE AND HOW TO OFFER HIS CLIENTS THE BEST STRATEGY TO MEET THEIR GOALS.



IN HIS SPARE TIME, NICK ENJOYS EXPLORING THE OUTDOORS. HE LOVES THE LAKE AS WELL AS THE MOUNTAINS IN WINTER.

"I'M NOT SOMEONE WHO CAN SIT STILL MORE THAN TEN MINUTES!"



TANIA SHAMMAS

Relationship Manager
at Mirabaud Dubai

TANIA ARRIVED IN DUBAI IN 2013 AND JOINED MIRABAUD AS RELATIONSHIP MANAGER IN 2015.



WHAT SHE LIKES MOST ABOUT HER JOB IS THE OPPORTUNITY TO LEARN EVERY DAY IN A HEALTHY ENVIRONMENT.



ARIANE MICHEL

Head Management Office
at Mirabaud Zurich

ARIANE MICHEL JOINED IN 2015 AND BEING IN CHARGE OF THE MANAGEMENT OFFICE. SHE IS INVOLVED IN MANY DIFFERENT PROJECTS IN THE MIRABAUD GROUP, A REAL SWISS KNIFE



ARIANE SEES MIRABAUD AS A DYNAMIC AND FAST-GROWING BANK, CLOSE TO ITS VALUES YET EXPANDING THROUGH CURIOSITY AND OPPORTUNITIES.



OLIVIER RODRIGUEZ

Relationship Manager
at Mirabaud Canada

OLIVIER RODRIGUEZ JOINED MIRABAUD 30 YEARS AGO TO REINFORCE THE WEALTH MANAGEMENT TEAM IN MONTREAL.



HE HAS BEEN INVOLVED IN THE SWISS COMMUNITY IN MONTREAL BY JOINING THE SWISS-CANADIAN CHAMBER OF COMMERCE FOR 11 YEARS.



Swim 4 hope 2022 - Charity day activity with Mirabaud volunteers.



ENVIRONMENTAL /

RESPONSIBILITY

The objective of our Environmental responsibility pillar is to reduce the environmental impact of our activities.

Within this pillar, Mirabaud is committed to:

- / preserving natural resources;
- / understanding its impact on the environment and limiting it;
- / optimising its waste management practices.

Although Mirabaud operates in the financial industry that has a relatively limited impact on the environment in comparison to other industries, the Group acknowledges the importance of understanding its carbon footprint and contributing to the climate transition. Our Group is fully committed to doing its part in this global challenge.

In 2021, Mirabaud formalised an ambitious climate action plan based on the insights gained from the initial carbon footprint measurement conducted in 2020 at Group level. We spotted the highest contributors to our internal CO₂ emissions and assessed how and when to best address them.

We conducted a further measurement of our carbon footprint in 2022 which enabled us

to assess progress achieved and to validate next steps for Group operational emissions reduction.

Based on our 2021 carbon action plan, we continued to take action on the highest contributors to our scope 1, scope 2 and scope 3 CO₂ emissions which are:

- / Business travel
- / Fuel and energy consumption
- / Employee commuting

We have further improved our advanced remote communication tools to enable collaboration and communication through video-conferencing aimed at reducing business travel. In addition, we encourage our employees to favor alternatives to flying and consider, for instance, the use of the train when possible.

With regards to our buildings and facilities, we have continued to favour green energy wherever possible. We remain committed to increasing the energy efficiency of our buildings; some improvements include the replacement of inefficient light bulbs with LED lighting to decrease electricity use, and thermal insulations of the buildings we own. As we acknowledge the importance



of the energy transition in buildings, we are working towards switching the energy supply of our headquarter to in-house solar energy. In the meantime, as part of our environmental strategy we decided to lower the heating during the 2022 winter period to save energy. We strive to further reduce energy use and promote the use of sustainable energy.

Dedicated recycling bins are in place in our Mirabaud branches worldwide and help us face waste concerns. During the pandemic, we switched to biodegradable disposable food packaging in our headquarter office canteen for take away dishes, and we continue to favour the use and recycling of eco-friendly printing paper to preserve natural resources. This helps us limit our impact on the environment.

In addition, Mirabaud continued to motivate its employees to use alternative mobility solutions and encourage sustainable commuting habits.

I In Geneva, we provide a subsidy to the annual public transportation card and in Dubai, our employees are eligible for a free Metro Card. Furthermore, UK-based employees have the opportunity to apply for Season Ticket loans to assist

with public transportation costs, while in Spain our employees are able to take advantage of tax efficient transportation costs.

I In addition to the Cycle-To-Work scheme in London, we support employees who wish to cycle to work on a regular basis by providing secure bike storage and shower facilities in many of our locations.

Looking ahead, we will continue to focus on the management and reduction of the carbon footprint of our operations and take necessary actions to meet carbon targets in line with our CO2 action plan. We will also further identify, monitor and act on our environmental impact, especially focusing on climate transition, waste management and preserving natural resources.



Selected statistics for our headquarter office:



Printing paper: 1.4 Mio sheets of paper



Paper savings and waste management thanks to recycling/sorting bins



Energy consumption: 3'697'268 kWh



Energy savings thanks to RE improvements



Green energy favoured when possible



Water consumption: 8'854 M³



Bees on rooftop





SOCIETAL /

RESPONSIBILITY

The objective of our Societal responsibility is to contribute, at our level, to the harmonious and fair development of society and the inclusion of local communities.

Within this responsibility pillar, Mirabaud is committed to:

- / Establishing partnerships and getting involved in local initiatives while sharing events (sailing or contemporary art) with clients, employees and local communities, in line with its core values;
- / Supporting the next generation of talent in the fields of water sports and contemporary art: their constant strive for excellence resonates with the Group's values;
- / Organising annual Charity day activities (staff volunteering) for colleagues worldwide and supporting employees' personal areas of engagement (donations, internal fundraising, communications);
- / Philanthropic activity, in particular in the area of supporting peacebuilding.

In all cities where it operates, Mirabaud aims to be perceived positively through its involvement in local events and initiatives as well as 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 water sports and culture. To share its values with the surrounding communities while promoting excellence, the Group builds on its support of the Bol d'Or Mirabaud – the largest inland regatta, with 10,000 visitors per day during 2022 – or the Centre Pompidou in Paris (close to 130,000 visitors for the Christian Marclay exhibition sponsored by Mirabaud), as well as on the international display of its own contemporary art collection. To celebrate its Bicentenary, Mirabaud offered a sculpture by famous artist 'Not Vital' to the City of Geneva or free entrance to the MAMCO (Geneva's contemporary art museum) during one whole year for all local visitors and tourists. Supporting contemporary art – both the artists per se as well as the various types of exhibition venues – means supporting creativity, innovation, dialogue and social connection. For Mirabaud, art makes most sense when shared with a wider audience.
- / So as to bring financial backing and visibility to the next generation of talent,



both in the fields of water sports and contemporary art, Mirabaud organises activities such as the Sailing or Rowing Squad (young athletes, with a special support for women), supports Brand Ambassadors for reaching their next goal (e.g. Olympics) or acquires artworks by emerging artists.

- / Within the Group, Mirabaud's employees are invited to take one workday for going into the field and lending a helping hand to an association for a project related to the theme of water / its preservation. During the second semester of 2022, over 40 Mirabaud employees participated in charity actions in Switzerland, in collaboration also with Managing Partners. Projects are being planned in other countries in 2023.

Also, in line with strong humanist values that have shaped its Partners' actions for over two hundred years, Mirabaud supports philanthropic partnerships that aim to strengthen the positive role played by finance in the resolution of societal problems, particularly in relation to sustainable development and finance or support of peacebuilding.

Areas of action

- / Sports & cultural partnerships, engaging local communities
- / Supporting the next generation of talent (water sports / art)
- / Donations and local staff involvement
- / Philanthropy, including the promotion of peace

2022 Partnerships

Watersports

- / Bol d'Or Mirabaud – title sponsor: public event
- / Mirabaud BaselHead Regatta title sponsor: public event
- / Mirabaud Yacht Racing Image – title sponsor
- / Sailing Squad, season 2 – four young female sailors
- / Rowing Squad - eight young female rowers
- / Brand Ambassador Anaëlle Pattusch (Ocean sailing)
- / Brand Ambassador Daniela Moroz (Kite surf)
- / SUI Sailing award

Donations and staff volunteering

- / Various local donations and field support

Contemporary art

- / Centre Pompidou, Paris – Christian Marclay
- / MBAM, Montreal – Nicolas Party
- / Mirabaud Collection of Contemporary Art – new acquisitions
- / MAMCO, Geneva
- / Quarter & Nuit des Bains, Geneva
- / Geneva Lux
- / Zurich Art Weekend
- / Fundación Cerezales, Spain
- / IACCA

Philanthropy and promoting Peace

- / ACT (Artists against Torture)
- / Interpeace (international organisation) – 10 years of partnership.



CONCLUSION /

Strong CSR awareness among our clients, employees and stakeholders, combined with our solid CSR governance, allows Mirabaud to progress towards the 8 UN SDGs that it has decided to embrace: decent work and economic growth; responsible consumption and production; good health and well-being; gender equality; climate action; life on land; sustainable cities and communities; peace, justice and strong institutions.

The Group works on these Global Goals through ambitious objectives and commitments that it has set across its four responsibility pillars.

2022

During 2022, Mirabaud has continued to both take action in line with its climate action plan to reduce its CO2 emissions, and to expand its responsible investment offering.

Mirabaud has also continued to focus on material topics belonging to the social pillar with a special attention to employee diversity and inclusion, as well as to the societal pillar with the support of young artists, sailing talents or local philanthropic initiatives.

With this 2022 CSR Report, Mirabaud acknowledges the importance of working towards transparency and public disclosure of its sustainability and corporate social responsibility actions. Mirabaud will strive to dedicate the necessary resources to report according to best practice.

It remains paramount for Mirabaud to pursue its contribution to the UN SDG goals over the short-, medium, and long-term. To this extent we will constantly review and address the Group's material topics, take necessary actions, assess progress, and report accordingly vis-à-vis our stakeholders.



