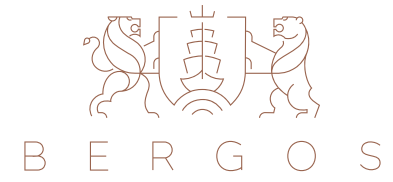




B E R G O S

ESG Briefing

2024 UPDATE



BERGOS AG
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APRIL 2024





“ Our values guide us to incorporate positive change into all aspects of our offering, demonstrating that responsible banking is not just a choice, but an integral part of our identity. With our focus that goes beyond money, we aim to cultivate a deep responsibility to the environment, society, and the specific needs of our clients. ”

DR. PETER RASKIN, CEO & PARTNER

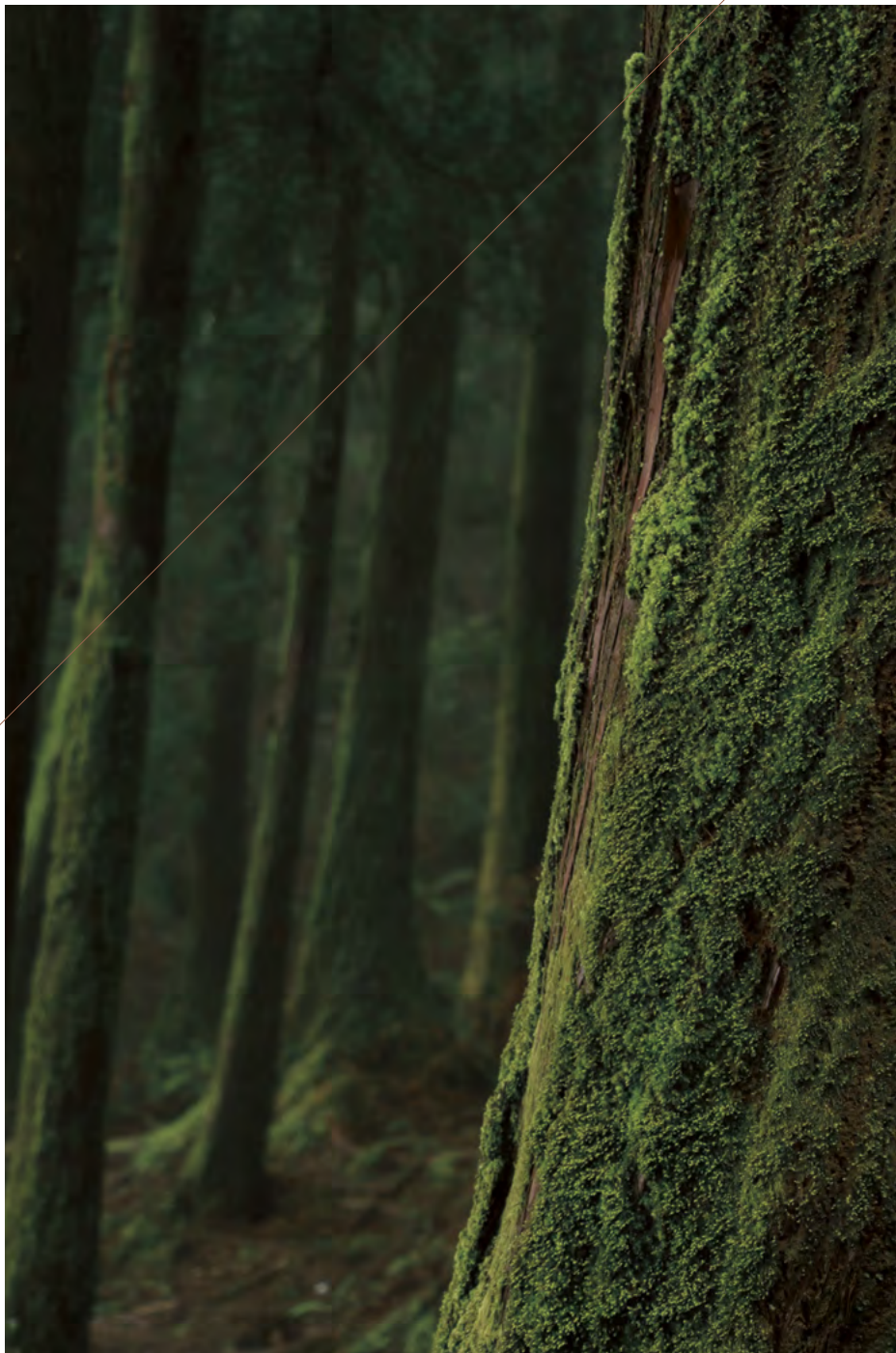
Bergos – Human Private Banking

We are a Swiss private bank that strives for excellence to create and protect what is of value to you, beyond money. Our core brand philosophy encapsulates the aspiration, strength and conviction of our bank that people and human qualities such as **respect, empathy** and **curiosity** should be at the heart of Private Banking.



This view is the core of all initiatives and defines Bergos' attitude towards its clients, its employees and other stakeholders.

We are humans working for and with humans. We know that protecting wealth means more than just investing assets. That is why we look beyond money and engage in a holistic approach that is centered around our clients as individuals, taking into account all aspects of their life and their connectedness.



OUR COMMITMENT

The wellbeing of others and our planet
has to be at the center of our attention.

At Bergos, we are committed to align our decisions and actions in favour of the Paris Agreement for a road to Net Zero until 2050 and the UN SDGs.*

We aim to continuously challenge ourselves to drive positive change for the environment, for society, for our people, and therewith for our clients. We want a better future for the coming generations.

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*For more information:
www.un.org/en/climatechange/net-zero-coalition
www.un.org/sustainabledevelopment/sustainable-development-goals

At Bergos, we are committed to a holistic approach, carefully balancing the needs of our clients with broader societal and environmental considerations. We embrace an enduring dedication to sustainability that extends our responsibilities to the welfare of our planet, society, individuals, and our clients. These principles guide all of our decisions and strategies.

OUR PLANET

As a Swiss Private Bank operating in a country with remarkable natural treasures, we are aware of the value of our natural environment and that it is worthy of protection.

Therefore, we aim to substantially reduce our ecological footprint and want to make our contribution to reach Net Zero by 2050.

OUR SOCIETY

We value the responsibility we have for the society we operate within. Therefore, we aim to be an impactful force that drives positive change through philanthropy and purposeful initiatives.

OUR PEOPLE

We know that our people, our Bergosians, form the foundation of everything we do. That is why we aim to be a place of work that empowers its employees to their fullest potential.

OUR OFFERING

We aim to increase the share of responsible investments and foster sustainable investment solutions, amplified by cutting-edge advisory services that help our clients navigate the ESG investment landscape.



OUR PLANET

As a Swiss Private Bank operating in a country with remarkable natural treasures, we are aware of the value of our natural environment and that it is worthy of protection. **In this chapter, we lay out what we have already achieved to protect our planet.**

We aim to substantially reduce our ecological footprint. We want to make our contribution to reach **Net Zero by 2050** in line with the Paris Agreement.

ACHIEVED IN 2023

Building of e-charging stations in our parking lot for clients and employees

We are optimizing resources by developing more state-of-the-art internal processes

We are cutting paper usage by increasingly digitalizing our processes: since 2023, our annual reports are provided in digital format

Implementation of Eco-Initiatives to sensitize employees with Bike to Work

Again we offset our business travels for 2023

ALREADY IMPLEMENTED

RECYCLING

100% recycling rate for paper, cardboard and e-waste

100% of beverage-bottles recycled in a closed loop

~95% of paper from recycled sources

Recycling of the PET and Aluminum brought by our employees

CONSUMPTION

0% disposable tableware or cardboard cups

EMISSIONS

We offset 100% of our CO₂ emissions for business travels in 2023 including accommodation and transportation

100% of our electricity stems from renewable sources

ENERGY

Our headquarter is a low-energy-consumption building

100% of new lamps were replaced with energy saving LED including motion detector

Reduction in our building's energy usage through the implementation of an automated night-time electricity switch-off

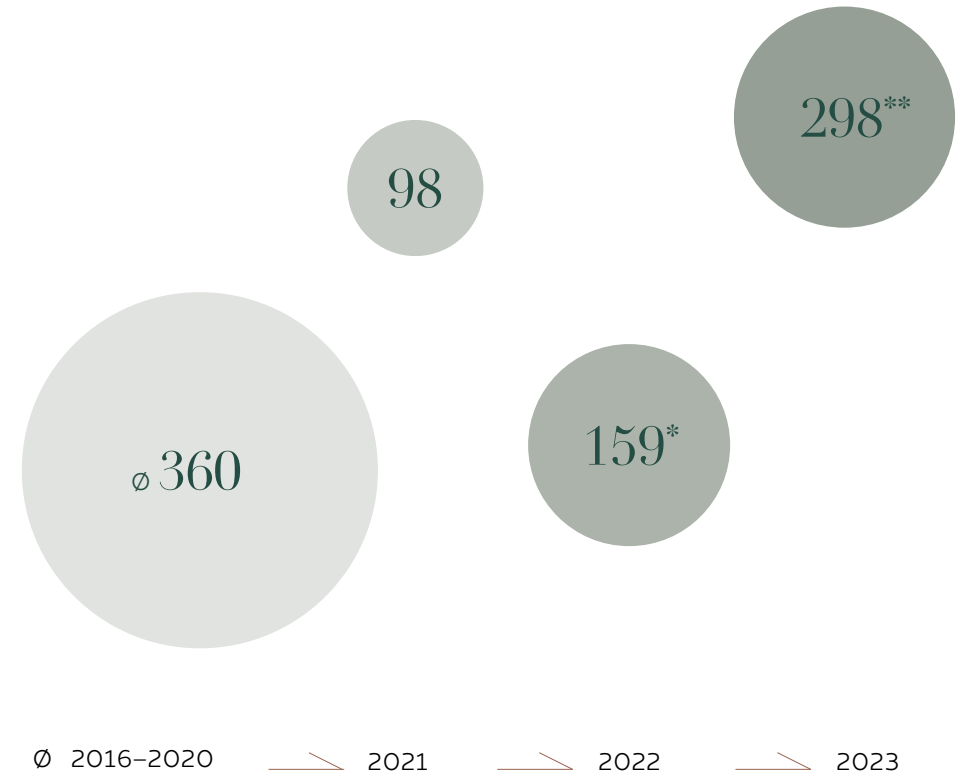
OUR FOOTPRINT ON THE PLANET

At Bergos, we recognize the critical importance of safeguarding the environment for future generations. Our dedication to sustainability is a **direct reflection of the responsible values** that guide every aspects of our operations.

We recognize that business travel is the primary driver of our emissions, which is why we prioritize sustainable alternatives. By consciously choosing train over plane and car whenever feasible, we have successfully reduced our overall number of flights and our company car fleet, demonstrating our commitment to minimizing our carbon footprint. An increase in long-haul plane trips explains our higher emissions for 2023.

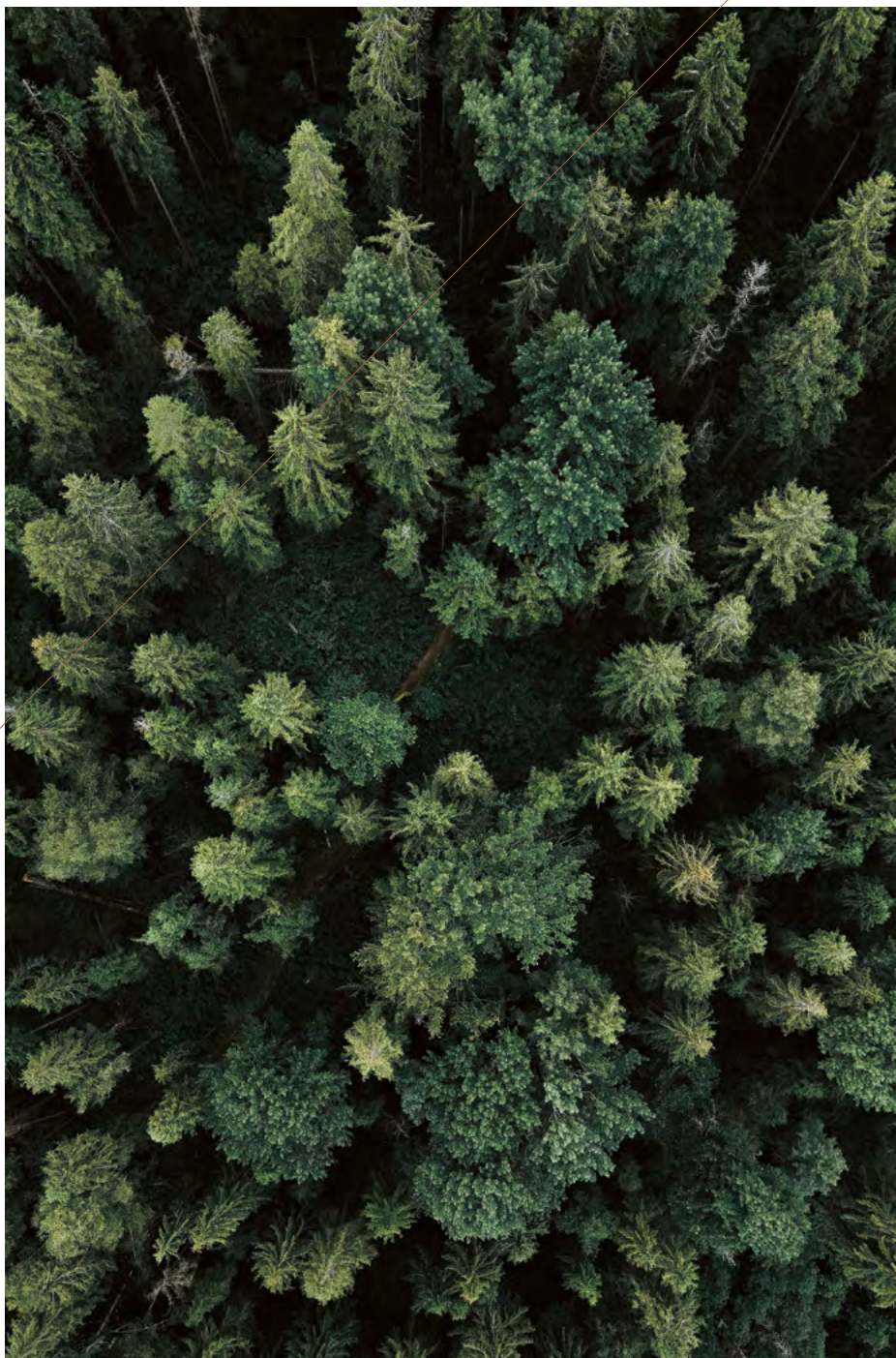


We remain committed to offsetting our carbon footprint by supporting clean energy projects through MyClimate and to reducing our environmental impact over time by actively seeking alternative travel solutions.



TONS OF CO₂ EMISSIONS PER YEAR

*2022 estimates reviewed lower
 ** approximate number, subject to review



OUR SOCIETY

We value the responsibility we have for the society we operate within.

Therefore, we aim to be an impactful force that drives positive change through philanthropy and purposeful initiatives.

The following chapter shows what we have done in 2023.

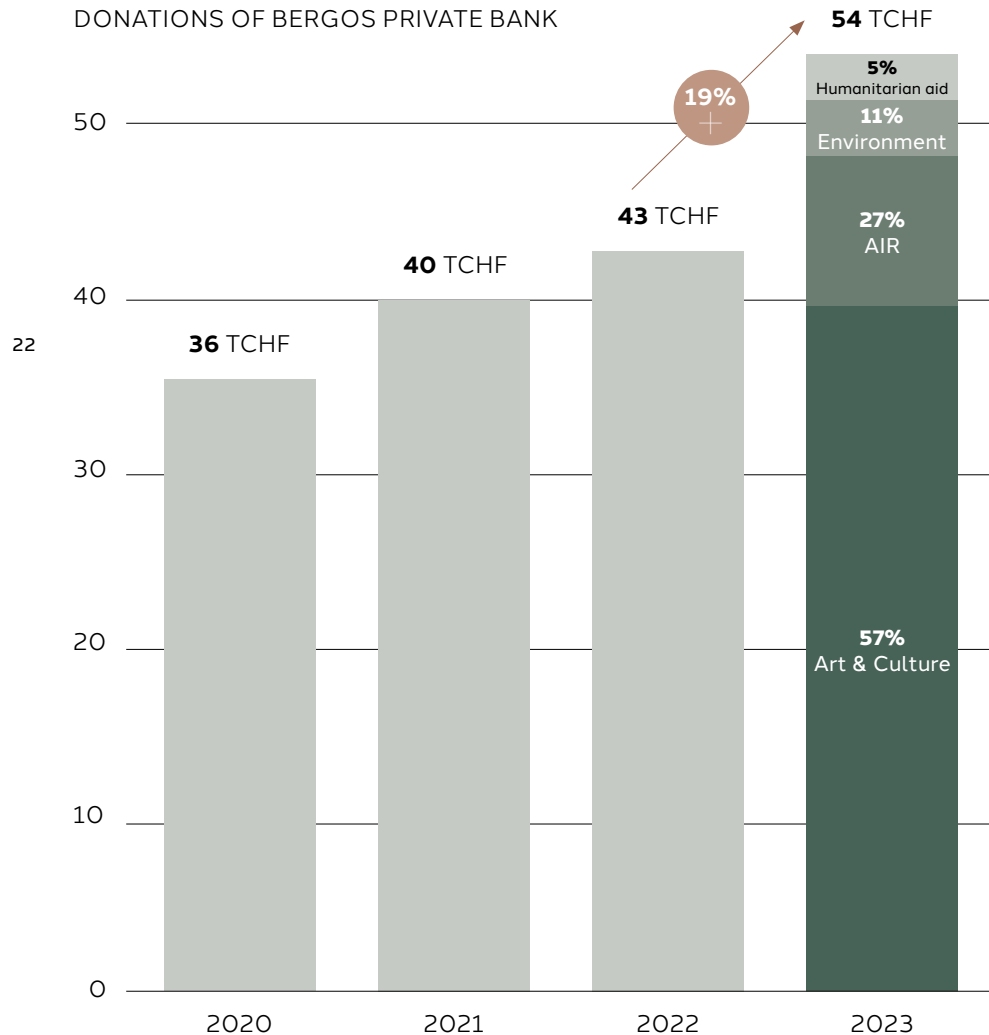
DONATIONS OF BERGOS EMPLOYEES



SOCIETY

At Bergos we are committed to being a force for good within the society we are embedded.

DONATIONS OF BERGOS PRIVATE BANK



Through our giving, we aim to address a wide range of pressing issues. Our philanthropic efforts range from supporting humanitarian emergencies to helping safeguard our environment and providing long-term support for the arts and culture.

And because we know that these issues are becoming increasingly relevant in today's society, as a bank we are committed to a 10% increase in our donations each year. In 2023, this objective was successfully achieved: we donated a total of CHF 54,000 over the course of the year, an increase of 19% compared to the overall amount raised in 2022 by the bank.

The largest share of the 2023 donations were dedicated to art and culture, foremost the students of the Zurich Opera and secondly the talents of our own program Artist in Residence (AIR). Another share was dedicated to the environment supporting forestation projects and local bicycle routes. The last share was dedicated to humanitarian aid, such as the children shelter in Zurich Kinderheim Weidhalde and other children-related organizations.

Bergos is proud to have very compassionate and generous employees who are committed to supporting their community, which is reflected in an additional donation to the children's home made by the employees.

CHRISTMAS DONATION

Once again, our generous Bergosians continued our holiday tradition, helping to brighten the **Christmas celebration** at the Zurich Children's Shelter.

Whether it was picking a Christmas gift from the children's wish list or making a separate donation to support the shelter, our employees have demonstrated a heartwarming commitment to our local community.

We are happy to announce that in addition to the remarkable amount of 5,000 Swiss francs donated, 11 children had the wonderful surprise of discovering their dream gift at the bottom of the Christmas tree.

We are proud to be able to make a difference so close to home and to support the next generation, a mission that resonates with our values.



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AIR-ARTIST PROGRAM

As proud supporter of the arts, we support every year young and emerging artists through our program **Bergos AIR**, empowering them to transform the creative landscape.

From visual artists to musical prodigies, our Bergos AIR artists are all masters of their craft and we believe their talent should be shared with everyone.

In 2023 we have supported our fourth artist, the talented pianist Nicoleta Savvidou, who got to perform on several occasions in front of our clients and employees. At the end of last year we had already chosen our AIR talent for 2024, the renowned countertenor Hugh Cutting.

More information on our artists can be found online www.bergosnext.ch/air

BACKGROUND ABOUT THE AIR PROGRAM

The pandemic had a devastating impact, especially on young musicians and visual artists who were struggling to make ends meet and continue to feel the long-term effects of this difficult time today. Despite this, their creative output continues to bring comfort to many of us. Since the world is filled with incredible musical talent, it is important that we support these artists so that they can continue to create what we love. We need to help so they can come up for some AIR!

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OUR PEOPLE

We know that our people, our Bergosians, form the foundation of everything we do.

The following chapter shows what we have done for our people in 2023.

We aim to be a place of work that empowers its employees to their fullest potential.

Therefore, we focus on providing an inspiring and entrepreneurial environment to help our employees thrive. **At Bergos, we value and focus on:**

MEANINGFUL CAREERS

As an entrepreneurial private bank, we encourage our talents to take responsibility from an early stage on. Therefore, we have many young professionals with leading functions among our Bergos employees.

EQUAL OPPORTUNITIES

Good ideas matter more than status. Our flat hierarchies empower our employees and we support women and men equally. Additionally, we ensure that equal work results in equal pay. We also believe that diversity fosters better results. With 30% of our full-time equivalents being female and over 15 languages spoken among our employees, we are proud to be a diverse place of work. Thanks to our flex-time model, including remote work offering, we support parenthood and a healthy work-life balance for all our employees. In addition, Bergos set an industry example by increasing the paternity leave from the obligatory 4 weeks to 14 weeks, matching the level of the maternity leave. Moreover, all our employees are granted 6 weeks of holidays since 2022.

LIFE-LONG LEARNING

We believe that great performance stems from continuous learning. We facilitate individual development by offering additional study holidays, subsidized tuition fees and volunteering holidays. Furthermore, we have a “Lunch and Learn” regularly, where our employees get information on various topics of interest from internal and external experts.

We have implemented several initiatives in 2023 to contribute to an empowering workplace.

Here is what we achieved in 2023:

Bergos has adjusted its **working time regulations** to better compensate overtime and ensure equal treatment of full-time and part-time employees.

We continued developing the Bergos Women Network, an employee-led initiative aimed at fostering exchange and support among our female employees. In 2023, we organized eight Ladies Lunches, a **Women's Networking Event** with panel discussions, and a Group Coaching Session.

Our employees were given the opportunity to vote for the adoption of a **new pension fund** that offers better conditions. The new plan was overwhelmingly approved, by 94% of Bergos employees.

Bergos has empowered its employees by giving them recognition based on their contribution. As a result, we **promoted** 13% of our full-time employees for their excellent work and contribution to the bank's success in 2023.

At Bergos, we are committed to providing a **healthy and positive work environment**. Since 2023, we have partnered with the specialized consulting company Movis to provide our employees with counseling, coaching, and training at their own discretion. Movis supports our employees and treats every consultation as strictly confidential.



OUR OFFERING

We aim to increase the share of responsible investments and foster sustainable investment solutions, amplified by cutting-edge advisory services that help our clients navigate the ESG investment landscape. **In this chapter, we lay out our progress.**

We have fully integrated ESG into our investment processes and **are developing our offering and services** to promote broader sustainability considerations. Our investment professionals work to help increase transparency for our clients in regards to key opportunities and risks posed by ESG.

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OFFERING

We offer a wide range of investments, from single stocks and bonds to funds and ETFs, on which we apply our proprietary ESG scoring, the Bergos ESG Score, allowing us to thoroughly assess their ESG quality and provide enhanced transparency to our clients.

Additionally, we are working on expanding our offering to our discretionary mandates, aiming to roll out ESG strategies developed and managed internally by our investment specialists

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ACHIEVED GOALS

This year marks an important milestone, with our investment professionals successfully managing two ESG strategies for an entire year, establishing our track record and demonstrating our commitment to expand our ESG offering to our discretionary clients.

In regards to our Advisory Offering we have achieved full transparency by integrating ESG into our everyday practices and embedding ESG standards throughout our investment universe. Identifying the ESG preferences of our advisory clients has become an integral part of our processes so as to ensure personalized and tailored investment guidance and recommendations regarding ESG Investments.



2024

ENVIRONMENT

Offset CO₂ emissions for Scope 1 and Scope 2

Offset CO₂ emissions from Business travels (Part of scope 3)

EMPLOYEES

Launch a cultural programme for team engagement and education

Implement cultural change initiatives e.g. provide trainings to team leaders with external leadership coaches

Conduct company-wide employee satisfaction survey to identify improvement potential

SOCIETY

Foster employee volunteering

Offer philanthropy services to our clients to enable them to build their own philanthropic association or fund

Increase our donations by 10%

PRODUCT

Continue offering ESG Certifications to our investment professionals

Roll-out discretionary ESG strategies

2025–2026

ENVIRONMENT

Digitalize processes in order to further reduce the usage of paper

Continue to raise employee awareness of the environmental issues with dedicated Eco-Initiatives

EMPLOYEES

Further expand training options in soft skill and hard skills to foster collaboration and personal development

Foster gender equality with increased transparency on maternity leave and return to work guidelines

Evaluate a mentoring program for our employees to foster individual counselling and boost careers

SOCIETY

Contribute to social projects focused on the most vulnerable parts of society through the engagement of our employees

PRODUCT

Get an ESG-certificate as a bank

Expand the offering to the asset management: clients will be advised according to their preferences like advisory clients

Review regularly our ESG Investment Framework



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