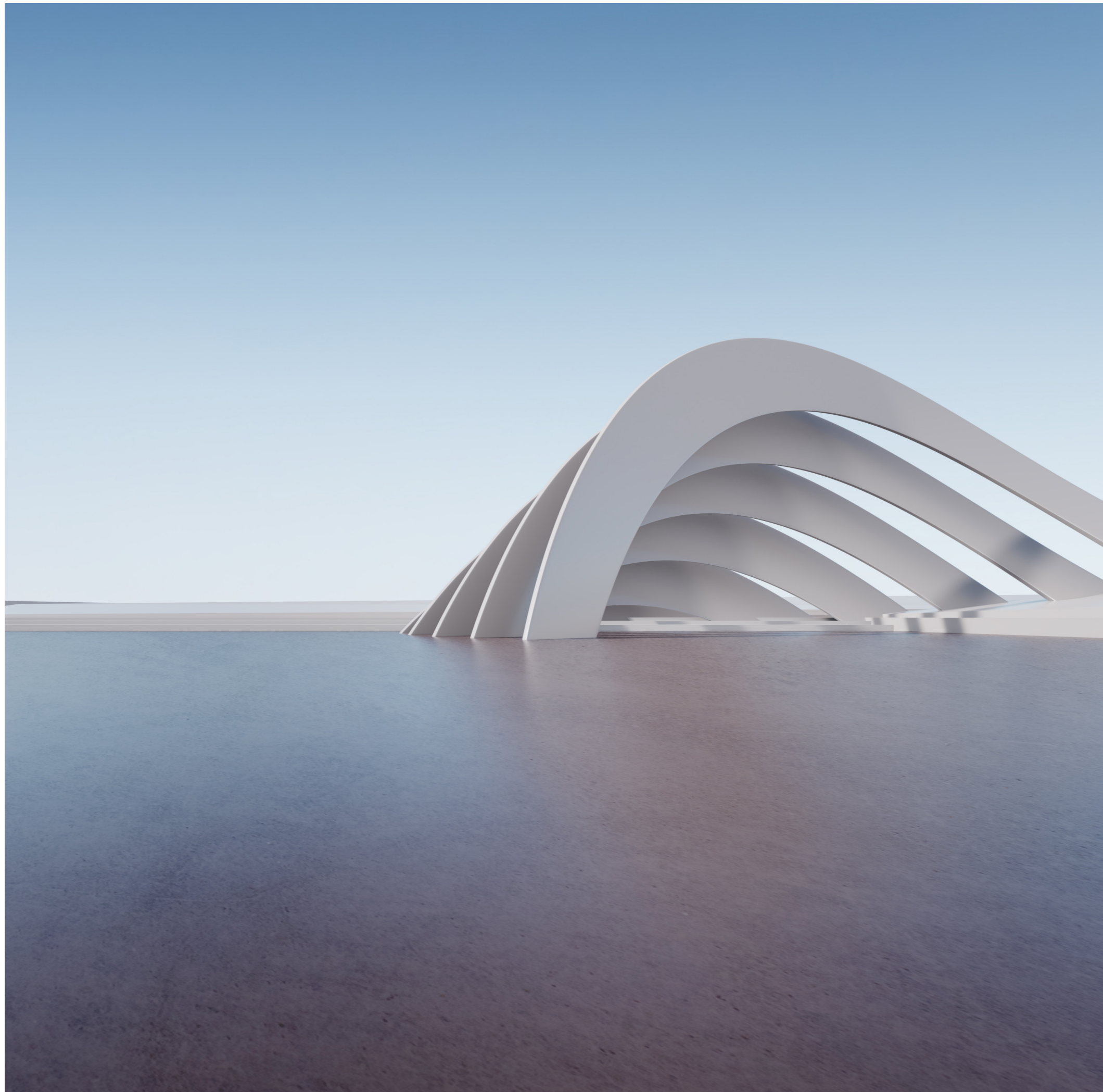




CSR REPORT 2025

MIRABAUD

Accountable for generations



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Our ambition remains as it has always been: to leave the world in a better state than we found it.

Camille Vial
Managing Partner & President of Mirabaud's
Corporate Social Responsibility (CSR) Forum

DEAR CLIENTS, EMPLOYEES, AND STAKEHOLDERS

It is with great pride that I present Mirabaud's 2025 Corporate Social Responsibility report on behalf of the Group's CSR Forum.

In a world defined by accelerating change, the questions of how we invest, how we govern, and how we act as a business have never mattered more. At Mirabaud, these are not new questions, they have shaped our thinking for more than two centuries. What is new is the urgency with which they must be answered.

Founded in 1819, Mirabaud was built on a long-term vision: that financial excellence and responsible stewardship go hand in hand. Our core values — conviction, independence, and passion — have always been inseparable from a deep sense of accountability: to our Clients, to our people, and to the world we all share.

In 2025, this commitment takes on new dimensions. We continue to help our Clients grow and preserve their wealth across generations, while ensuring that our business actively contributes to a more sustainable and equitable future. As signatories of the United Nations Principles for Responsible Investment (UN PRI) since 2010, we remain proud to consistently earn top sustainability ratings — a recognition that reflects the dedication of our entire organisation.

Our CSR framework continues to evolve, enabling us to make meaningful progress across economic, social, environmental, and societal dimensions. We are guided by the breadth of the UN Sustainable Development Goals, and by the belief that sound governance, shared values, and ethical conduct are not constraints on performance — they are the foundation of it.

The pages that follow offer a transparent account of our key commitments, achievements, and areas for continued development in 2025. We do not shy away from the challenges ahead. The transition to a more sustainable world requires foresight, humility, and bold action — and we are committed to all three.

Ultimately, our ambition remains as it has always been: to leave the world in a better state than we found it.

On behalf of the entire Mirabaud Group, I extend my heartfelt gratitude to our Clients, Employees, and Stakeholders for your continued trust and partnership in this journey.

Warmly,

Camille Vial

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGs)

World leaders set 17 Sustainable Development Goals (SDGs) – or Global Goals – in 2015, aiming for their achievement by 2030.

These 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 embraces through its CSR actions eight of the 17 United Nations SDGs: good health and well-being; gender equality; decent work and economic growth; sustainable cities and communities; responsible consumption and production; climate action; life on land; peace, justice and strong institutions.



MIRABAUD'S CSR STRATEGY

Mirabaud performed its first materiality assessment in 2019, mapping the Environmental, Social and Governance matters key to our Group and to our Stakeholders. The assessment laid the foundation to endorse clear responsibility objectives for Mirabaud and identify areas of action for the Group in line with the UN SDGs.

Mirabaud also articulated a robust and holistic CSR strategy that describes and frames the Group's current efforts. Building on principles the company has upheld since inception, it aims to ensure we serve our Clients responsibly, and is based on four responsibility pillars that guide our actions: 01; An economic responsibility strategy linked to our relationships with our Clients, economic partners and the wider economy. 02; A social responsibility strategy for all Mirabaud Group Employees. 03; An environmental responsibility strategy that looks at our usage of natural resources and how we can help protect the environment. 04; 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.

Therefore, Socially Responsible Investment (SRI) and Environmental, Social, and Governance (ESG) criteria are an integral part of Mirabaud's economic responsibility pillar. The Group articulates SRI around four approaches to consistently invest in a sustainable and responsible way across the Maison's business lines: Active ownership, ESG integration, Exclusion, Climate strategy.

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



Mirabaud also articulated a robust and holistic CSR strategy that describes and frames the Group's current efforts.

- 01. ECONOMIC RESPONSIBILITY
- 02. SOCIAL RESPONSIBILITY
- 03. ENVIRONMENTAL RESPONSIBILITY
- 04. SOCIETAL RESPONSIBILITY

01. ECONOMIC RESPONSIBILITY



OBJECTIVE

To govern the company and its affairs in a responsible and sustainable manner.

COMMITMENT

Mirabaud is committed to offering a range of excellent services and products tailored to the needs of its Clients.

Mirabaud is committed to governing the company with a long-term approach.

Mirabaud is committed to strengthening sustainable finance in its activities.

AREAS OF ACTION

Quality of services offered to Clients.

Comprehensive range of responsible and sustainable products and services.

Business ethics and regulatory compliance.

Relationships with the bank's partners/suppliers of products and services.

02. SOCIAL RESPONSIBILITY



OBJECTIVE

Encourage a corporate culture that respects Employees while aiming to include, promote and retain talent.

COMMITMENT

Mirabaud is committed to creating a pleasant and healthy working environment for its Employees.

Mirabaud is committed to retaining and developing its talent.

Mirabaud is committed to promoting diversity and inclusion among its Employees.

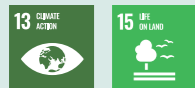
AREAS OF ACTION

Employee satisfaction and training.

Occupational health and safety.

Diversity and equal treatment of Employees in the bank's products and services.

03. ENVIRONMENTAL RESPONSIBILITY



OBJECTIVE

Reducing the environmental impact of our activities.

COMMITMENT

Mirabaud is committed to preserving natural resources.

Mirabaud is committed to being aware of its carbon footprint and limiting it.

Mirabaud is committed to optimising its waste management practices.

AREAS OF ACTION

CO2 emissions management.

Resource management.

Responsible procurement.

04. SOCIETAL RESPONSIBILITY



OBJECTIVE

Contribute to the harmonious development of civil society and the inclusion of communities.

COMMITMENT

Mirabaud is committed to forming partnerships and supporting initiatives that are in line with its passions and values.

Mirabaud is firmly committed to promoting peace and providing financial support to those working for peace on the ground.

AREAS OF ACTION

Cultural and sporting contributions.

Membership of initiatives/associations.

Philanthropy, including the promotion of peace.

MIRABAUD'S CSR GOVERNANCE

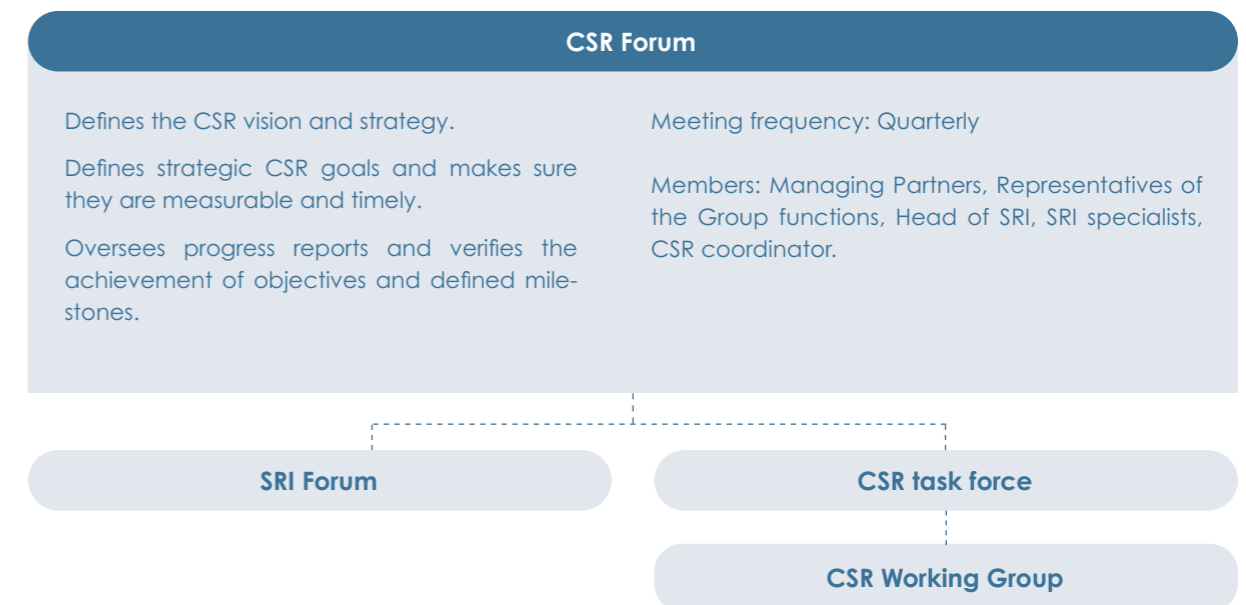
Responsibility for ensuring progress against our CSR strategy lies with our Managing Partner and CEO of Mirabaud & Cie SA, Camille Vial, who is also the President of Mirabaud's CSR Forum.

The members of the Forum – who support President Camille Vial – include another Managing Partner as well as representatives of other Group functions. The Forum 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, which then coordinates with external and internal Stakeholders for the design and execution of programmes.

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



The Forum has established terms of reference and meets at least quarterly to review progress.



2025 CSR PROGRESS BY SUSTAINABILITY PILLAR

ECONOMIC RESPONSIBILITY

Mirabaud's commitment to economic stewardship was, once again, validated by its UN PRI assessment, which gave our overarching approach to ESG five-star ratings in most modules, highlighting excellence in ESG governance, integration, and innovation.

The quality, consistency and excellence of our sustainable approach were reflected in the Article 8 and Article 9 SFDR classifications and SRI labels of our funds.

We acted as a co-signatory to Say-on-Climate letters addressed to 95 FTSE 100 companies, as part of a collaborative initiative led by LAPFF (Local Authority Pension Fund Forum) and CCLA (Churches, Charities and Local Authorities). This year marked a record level of support for the campaign since its inception, with 53 investors representing £3.1 trillion in assets collectively signing the letters, underscoring the growing momentum behind investor-led climate accountability in the UK's largest listed companies.

At the start of 2025, Mirabaud Asset Management's (MAM) Head of SRI was invited to present at an event hosted by S&P Global, where they outlined MAM's approach to integrating biodiversity assessments across its investment process. The presentation highlighted how Mirabaud leverages its stewardship activities as a tool to actively mitigate and address biodiversity loss risks throughout its portfolios.

SOCIAL RESPONSIBILITY

Further to the publication of the Group's Diversity, Equity and Inclusion policy in 2023 to complement the Group's zero-discrimination policy, a dedicated Diversity, Equity and Inclusion Working Group was established in 2024 which continued to strengthen and plan related initiatives over 2025.

Mirabaud Employees benefit from a flexible working policy. A Group Leadership Development Programme is also available to Employees.

ENVIRONMENTAL RESPONSIBILITY

We are in the final stages of completing a major upgrade of our headquarters heating and cooling systems, transitioning to efficient heat pumps powered entirely by renewable electricity, partly generated on-site by solar panels. This project is a key component of the Group's CO2 management strategy and marks an important step in reducing reliance on fossil fuels, which will serve only as a backup to ensure continuity of supply.

The Group's business travel policy favours train over plane and grants an annual public transport subsidy to Mirabaud Employees.

Green energy is favoured wherever possible. We also contribute to the reduction of our carbon emissions with Agri-tech projects capitalising on soil carbon capture.

Facilities have recycling bins for waste management and use eco-friendly printing paper.

SOCIETAL RESPONSIBILITY

Mirabaud supports a diverse range of institutions and initiatives, with a particular focus on contemporary art, including the Centre Pompidou, Bechtler Stiftung in Uster, À l'Abordage on the shores of Lake Geneva, and Este Arte in Uruguay.

The Group also supports the Fondation Otium, which provides care and services to people living with cancer and their caregivers.

In the sporting sphere, Mirabaud acted as the title sponsor of the Mirabaud BaselHead Regatta, reinforcing its commitment to excellence and community engagement.

Mirabaud organised the Mirabaud Academy in London, an initiative aimed at fostering knowledge-sharing and supporting the next generation of talent.

2025 CSR HIGHLIGHTS AT A GLANCE



ECONOMIC

RESPONSIBILITY

Mirabaud is committed to:

- offering a range of excellent services and products tailored to the needs of its Clients;
- governing the company with a long-term approach;
- strengthening sustainable finance in its activities.

In 2025, Mirabaud maintained and further developed a focus on providing high-quality services to Clients. The Group reinforced its commitment to responsible investment by consolidating its ESG practices and advancing its decarbonisation agenda, building on the targets defined under the Net Zero Asset Managers (NZAM) initiative in 2023. Progress continued to be monitored with the objective of aligning investment approach with a 1.5°C pathway, safeguarding long-term value for Clients.

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

We obtained top-notch PRI scores for our overarching approach to ESG, and multiple funds renewed their SRI label accreditation under the new V3 of the label.

The quality, consistency and excellence of our sustainable approach to investing are also

reflected in the SFDR classification of four of our Mirabaud Asset Management funds in the most stringent category (SFDR Article 9). Most of the remaining investment collection is included in the second most stringent category (SFDR Article 8).

Over the past months, we have successfully continued to extend our range of responsible and sustainable products and services across our business lines to invest according to our values and beliefs, while tailoring solutions to Clients' needs:

- We continued to uphold strong ESG standards through our comprehensive Sustainable and Responsible Investment (SRI) Policy, while integrating both top-down and bottom-up ESG analysis across equity, fixed income, convertibles, and private assets strategies.
- Reflecting the robustness of our approach, Mirabaud Asset Management maintained SFDR classifications across Article 8 and Article 9 funds, with enhancements to sustainable investment frameworks including biodiversity risk assessments, closer alignment with social values such as UNGP integration, and more refined classifications through new label requirements.
- At Group level, tight exclusion thresholds were maintained with respect to Thermal coal, Tobacco and Controversial weapons.
- We maintained transparency with continued publication of SRI reports and disclosures on climate alignment and biodiversity within our investment frameworks.

The continuous interactions we cherished 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 topics, allowed us to engage and stay on the forefront of sustainable

and responsible best practices, be it with respect to company management or product offering.

We continued to engage on SRI topics through strategic partnerships with selected SRI organisations, as well as through established channels such as the CDP, Climate Action 100+, the PRI's Spring and Advance initiatives, ShareAction's collaborative working groups, and ad hoc investor-led sign-on letter campaigns.

Mirabaud representatives actively participated in various sessions to voice the Group's thoughts and opinions on the shift away from short-term profit maximisation to longer-term strategies taking into account social and environmental challenges. Further to 2023's milestone of publishing its human rights statement – which showcases its commitment not only on corporate level but also on investment level to set of basic rights and freedoms that all humans should be guaranteed – 2025 highlights include our new involvement in an additional investor group engaging a utilities provider on human rights through the PRI Advance initiative, and our collaboration as a co-signatory to Say-on-Climate letters addressed to 95 FTSE 100 companies, as part of a collaborative initiative led by LAPFF and CCLA.

We continued to address crucial topics including business ethics and regulatory compliance by providing our Employees, from front to back office, with training on regulatory requirements and sustainability concepts on an ongoing basis, as well as by anticipating and facing regulatory requests with dedicated resources.

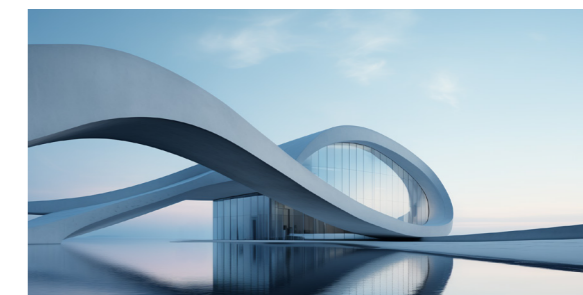
We further built internal capacity around sustainability, our responsible investment approaches, and regulatory aspects of our businesses through dedicated training. The training helps us maintain a common base of knowledge on sustainability – be it linked to our responsible investment approaches or ethical business practices. It is an essential building block for the Group to ensure highest standards are met throughout our activities.

Mirabaud also played an active role in industry dialogue, contributing to the development of best practices and the exchange of ideas. Highlights included participating in an FRC (Financial Reporting Council) roundtable consultation on the forthcoming UK Stewardship Code, where we engaged alongside industry peers in debating definitions of sustainability and stewardship, advocating for rigorous and ambitious standards.

The Group-wide Responsible Procurement policy we finalised in 2022 continues to be our formal safeguard of both Mirabaud's and external Stakeholders' commercial and sustainability interests.

Mirabaud continued to strengthen collaboration between Relationship Managers, Portfolio Advisors, Investment teams and SRI specialists to further embed responsible investment practices across the organisation. Through ongoing knowledge sharing, bespoke ESG analyses and discussions around the evolving regulatory ESG landscape, sustainability considerations are increasingly integrated into investment decision-making processes. This cross-functional approach reinforces our governance and stewardship framework, while enhancing our ability to identify ESG-related risks and opportunities and support long-term sustainable value creation for our Clients and Stakeholders.

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 OF MIRABAUD'S ECONOMIC RESPONSIBILITY



Net Zero Asset Manager (NZAM) initiative signed by Mirabaud Asset Management, materialising the Group's commitment to increase the climate resilience of our investments and contribute to financing the transition towards a sustainable economy in line with the Paris Agreement.



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



SFDR classifications of close to 90% of Mirabaud Asset Management investment funds into Article 8 and Article 9 funds. Seven Mirabaud Asset Management funds certified with the French SRI label, and 1 fund with the Belgian label.



Responsible investment approach awarded by PRI with top-notch rating.



Launch of the "ESG leaders" discretionary mandate meeting Article 8 SFDR criteria.

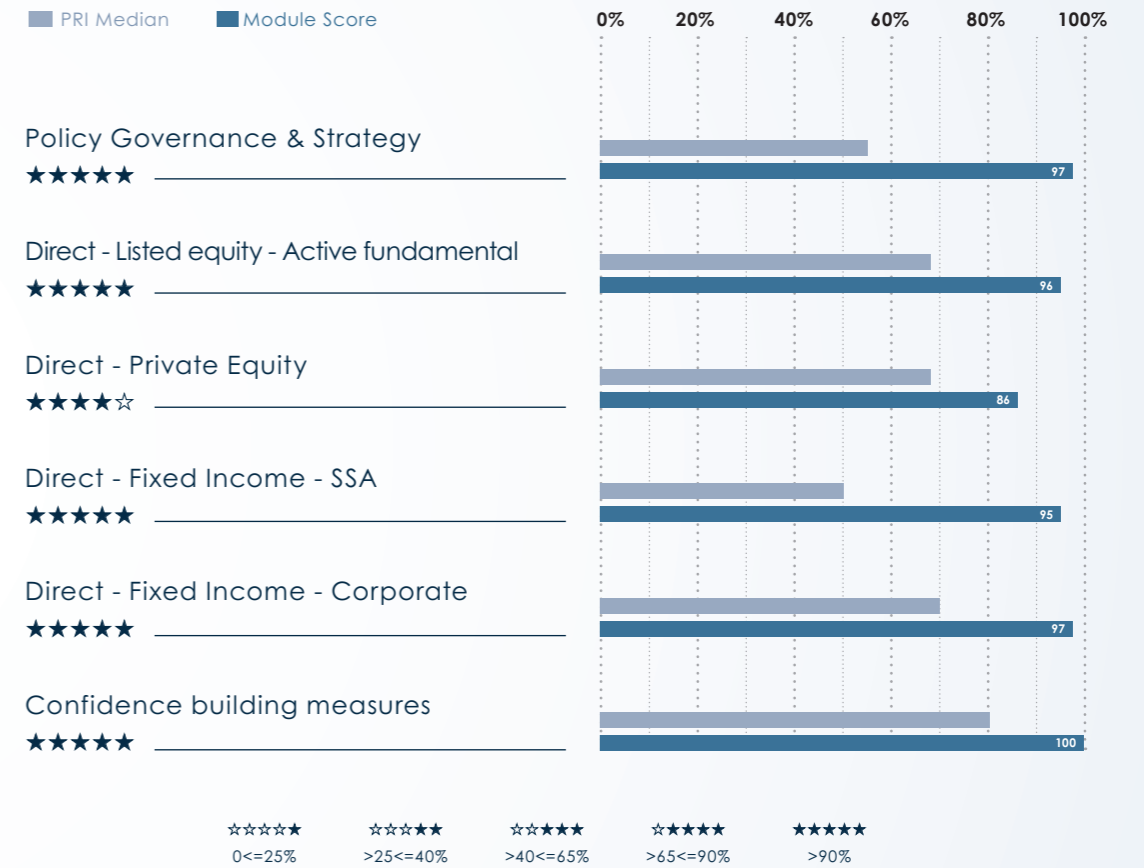


Dedicated Responsible investment training to all Relationship Managers and Portfolio Advisors.



Monthly CSR/SRI welcome day for all new joiners of the Group.

PRI ASSESSMENT REPORT 2025



SRI INITIATIVES & PRINCIPLES

The SRI initiatives the Group has joined over the years encompass a diverse spectrum of fields, spanning from sustainable finance and climate action to peacebuilding efforts and transparency initiatives.

Each of these has its distinct set of objectives, all thoughtfully chosen to align with our core values. Our list of joined or supported initiatives provided below remains adaptable and responsive to evolving circumstances.

The surge in sustainable investment initiatives provides asset managers with a valuable toolkit for navigating the evolving financial landscape.

Nevertheless, the key to success lies in prudent selectivity, enabling asset managers, like Mirabaud Asset Management, to focus their efforts on initiatives that best align with their values, investment strategies, and objectives.

This strategic approach ensures efficient resource allocation, focused efforts, and the delivery of tangible results. In doing so, we can harness the power of collaboration to promote sustainable investment practices at industry level and help build a more sustainable global financial system.

Initiatives & Principles	ESG Focus	Region	Joined in
Principles for Responsible Investment (PRI)	ESG	Global	2010
PRI is a global initiative supported by the United Nations, encouraging investors to incorporate ESG factors into their investment and ownership decisions.			
Net-Zero Asset Managers Initiative (NZAM)	E	Global	2022
Group of international asset managers committed to supporting the goal of net zero GHG emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees Celsius; and to supporting investing aligned with net zero emissions by 2050 or sooner.			
Sustainable Finance Geneva (SFG)	ESG	CH	2014
Swiss initiative based in Geneva focused on advancing sustainable finance in the region. It aims to promote responsible investment and sustainable financial practices among local institutions.			
Swiss Sustainable Finance (SSF)	ESG	CH	2014
Leading Swiss association in the field of sustainable finance which brings together financial institutions, investors, and other stakeholders to advance sustainable practices in the Swiss financial sector.			
Carbon Disclosure Project (CDP)	E	Global	2017
Non-profit organisation that operates a global disclosure system for environmental data, including climate change-related information. It encourages companies to disclose their environmental impact and performance.			
CDP Non-disclosure campaign	E	Global	2018
Campaign by CDP encourages companies to disclose their environmental data and targets those that have not yet disclosed their climate information.			
CDP SBTi campaign	E	Global	2021
CDP collaborates with the Science-Based Targets initiative (SBTi) to promote the setting of science-based emission reduction targets by companies to align with the goals of the Paris Agreement.			
Climate Action 100+	E	Global	2018
Investor-led initiative with the aim of engaging the world's largest corporate GHG emitters to reduce emissions and improve climate-related disclosure and governance.			
Task Force on Climate-related Financial Disclosures (TCFD)	E	Global	2018
International initiative established by the Financial Stability Board (FSB) that develops recommendations for disclosing climate-related financial information by companies. It helps investors assess climate-related risks and opportunities.			
Transition Pathway Initiative (TPI)	E	Global	2020
Global initiative led by asset owners and supported by investors globally. Aimed at the investment community open access, it assesses companies' preparedness for transition to a low-carbon economy.			
Interpeace	S	Global	2011
International peacebuilding organisation that helps divided and conflicted societies build sustainable peace.			
Geneva Peace Talks	S	CH	2015
Co-organised by the United Nations Office at Geneva, Interpeace and the Geneva Peacebuilding Platform with support of the Permanent Mission of Switzerland to the UN to celebrate the International Day of Peace. It is an initiative that showcases the inspirational stories of people making a positive contribution to peace.			
PRI Advance Initiative	S	Global	2022
Stewardship initiative where institutional investors work together to take action on human rights and social issues. Investors use their collective influence with companies and other decision makers to drive positive outcomes for workers, communities and society.			
Healthy Market Initiative	S	UK	2022
Coalition investors collectively engage companies to promote healthier consumer diets and support sustainable company growth.			
UK Stewardship Code	ESG	UK	2016
The Code is voluntary and being a signatory to the Code demonstrates an investor's commitment to stewardship and providing transparent reporting on the stewardship they undertake on behalf of their clients and beneficiaries.			
PRI Spring	E	Global	2024
Spring is a PRI stewardship initiative for nature, addressing the systemic risks of biodiversity loss to protect the long-term interests of investors.			



Investors are key to advancing a fair, inclusive, and low-carbon economy. Beyond promoting best practices, managing ESG risks and capturing climate opportunities are crucial for system resilience, including financially. Sustainable investing has shifted from “why” to “why not”. Improvements in sustainable finance regulations and enhanced climate and ESG data access empower investors to make decisions that benefit the environment, society, and long-term Client interests.

Hamid Amoura,
Head of SRI
Mirabaud Asset Management

SOCIAL RESPONSIBILITY

Within this pillar, Mirabaud is committed to:

- creating a pleasant and healthy working environment for its Employees;
- retaining and developing its talent;
- promoting diversity and inclusion among its Employees.

In 2025, we continued to recognise the importance of Diversity and Inclusion living our commitment to being an equal opportunities employer. Thanks to our robust recruitment process, Mirabaud offers equal opportunities to all candidates and Employees regardless of culture, race, religion, age, gender, sexual orientation or disability.

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

Further to the publication in 2023 of the Group's Diversity and Inclusion policy - which complements the zero-discrimination policy formalising our commitments to recruiting, retaining and growing the skillsets that best match our requirements across the full talent spectrum - the Diversity, Equity and Inclusion (DE&I) Working Group was originated in 2024. In 2025, this Working Group continued to assess the

current DE&I initiatives across the Group, defining a DE&I strategy and goal setting plan, reviewing and changing processes and practices where applicable, rolling out training and awareness, enhancing communication and Employee engagement, and monitoring/measuring DE&I activities with an emphasis on accountability.

We recruited both experienced Employees whilst also focusing on fostering our young talent through apprenticeships, internships and trainee programmes across the Group. In Geneva, we have been running the "Junior Operations Program" with great success, allowing young talent to gain a Bachelor in Business Management whilst acquiring valuable experience in different departments of the Bank.

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 to all Mirabaud Group offices. This is also made available to secondary parents in same-sex partnerships. 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.

The UAE is a great example of our Diversity, Equity and Inclusion, employing more than 20 different nationalities with a total workforce of 30.

Throughout 2025, we continued to develop the healthy, fulfilling, and inclusive work environment we want our Employees to evolve in and which will enable them to perform at their best.

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. This allows our Employees to keep pace with the demands of their role, whilst building their confidence and ensuring their conti-

nued employability in the face of the fast pace of change experienced by the financial services industry. It also ensures that we stay ahead of the curve and keep up to date with the latest developments on industry practices.

We continue to provide targeted training opportunities to individuals, enabling them to develop new skills and stay up to date with the latest developments and updates in their respective areas.

As an integral part of the Group Leadership Programme, we have created and implemented a specific coaching programme for Employees who are taking on new managerial roles as a result of internal transformation, under the motto 'Thrive Through Change'. The programme provides new managers with insights into what it means to be a change ambassador.

We continue to build out our mandatory e-learning offering.

The SAQ certification and re-certification remains a key component to ensure that our Swiss-based Relationship Managers and Investment Advisors continue to develop and update their technical competencies.

Our diverse, multi-location and multigenerational workforce is a key strength, which provides us with a strong foundation on which to continue to build. We recognise the importance of supporting the health and well-being of our Employees, and we are fully committed to further develop related initiatives and events in 2026 and beyond.



ENVIRONMENTAL RESPONSIBILITY

Within this pillar, Mirabaud is committed to:

- preserving natural resources;
- being aware of its carbon footprint and limiting it;
- optimising its waste management practices.

Companies operating in the financial industry have a relatively limited direct impact on the environment. Nonetheless, the Mirabaud 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 the Group's 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 since our first carbon footprint measurement and to validate the next steps for reducing the Group's operational emissions.

Based on our climate action plan, formalised in 2021, we continue 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

With regard to business travel, we have further improved our advanced remote communication tools to enable collaboration and communication through video-conferencing. This is necessary to help us reduce non-essential business travel. In addition, we encourage our Employees to favour alternatives to flying and consider, for instance, the use of the train when possible.

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

When it comes to Employee commuting, Mirabaud continued to motivate its Employees to use alternative mobility solutions and encourage sustainable commuting habits.

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.

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.

Regarding fuel and energy consumption, we acknowledge the importance of the energy transition for buildings.

We remain committed to increasing the energy efficiency of our buildings. We are in the final stages of completing a major upgrade of our headquarters heating and cooling systems, transitioning to efficient heat pumps powered entirely by renewable electricity, partly generated on-site by solar panels. This project is a key component of the Group's CO2 management strategy and marks an important step in reducing reliance on fossil fuels, which will serve only as a backup to ensure continuity of supply.

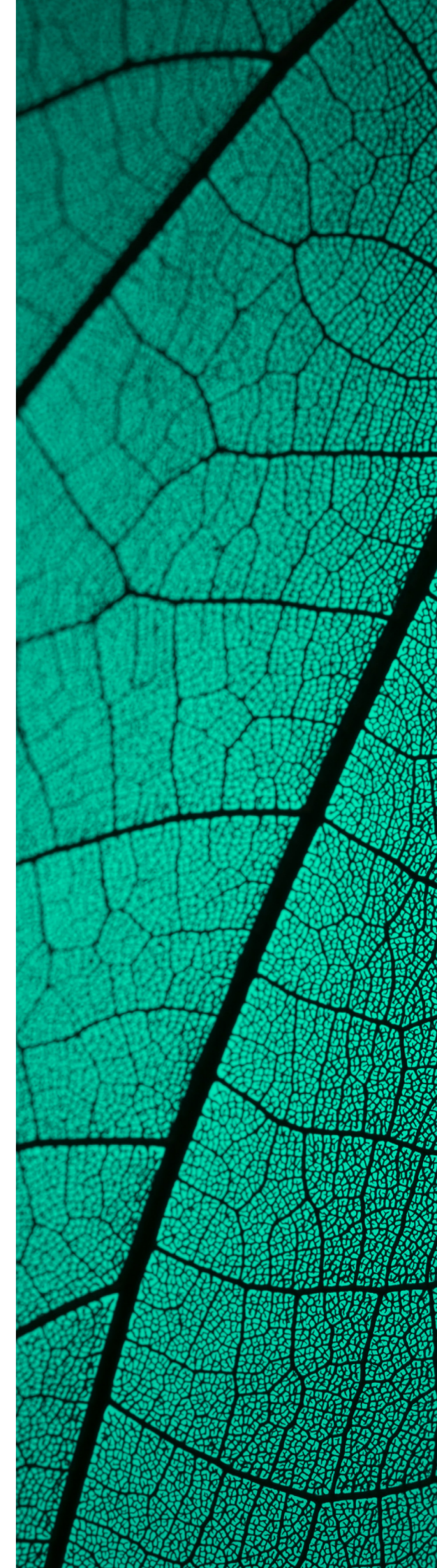
Other improvements include the replacement of inefficient light bulbs with LED technology to decrease electricity use for lighting, as well as improvements in thermal insulations to decrease energy used for cooling and heating.

As part of our environmental strategy, we continued to favour green energy wherever possible.

Along our actions to measure and reduce our carbon emissions, we actively support the Swiss Climate foundation whose mission is to promote climate protection and strengthen Switzerland and Liechtenstein as business locations. We also partnered with an agri-tech company to capitalise on soil carbon capture; this enabled us to contribute to the reduction of our CO2 emissions with quality projects.

We strive to limit our impact on the environment by ensuring dedicated recycling bins are in place in our Mirabaud branches worldwide, and by favouring the use and recycling of eco-friendly printing paper. This helps us face waste concerns and preserve natural resources.

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 HIGHLIGHTS

Three main contributors to our carbon footprint



Business travel



Fuel and energy consumption of real estate facilities



Employee commuting

Selected measures



Energy savings thanks to real estate improvements



Green energy favoured when possible



Paper savings and waste management thanks to recycling bins in place



Bees on rooftop

“Thanks to the Group’s recurring carbon footprint measurements, we are able to assess progress towards our CO2 reduction plan. We know that we need to put the focus on business travel, real estate energy consumption and Employee commuting when addressing our CO2 emissions as those are the highest contributors to our carbon footprint. We therefore keep working on accelerating dedicated real estate initiatives where renewable and clean energy is key, invest in video-conference infrastructure and encourage our Employees to favour green mobility when travelling for business and commuting to the office.”

Stefan Blechschmidt
Group Head of Logistics

SOCIETAL RESPONSIBILITY



We are committed to fostering social progress and promoting inclusive communities in a truly impactful way. Within this responsibility pillar, Mirabaud is committed to:

- forming partnerships and supporting initiatives that are in line with its passions and values;
- promoting peace and providing financial support to those working for peace on the ground.

In 2025, Mirabaud further reinforced its cultural positioning through the renewal of its partnership with the Centre Pompidou in Paris for an additional three years and through its support of the major exhibition by Wolfgang Tillmans, staged ahead of the closure of the historic building for renovation. Held from 13 June to 22 September 2025, the exhibition marked a significant cultural moment in Paris and attracted a broad international audience.

Beyond institutional support, Mirabaud continued to build a coherent ecosystem of partnerships with key actors in the contemporary art scene. These included collaborations with MAMCO and Quartier des Bains in Geneva, as well as public initiatives such as Geneva Lux, which contribute to integrating art into the urban environment and making it accessible to a wider public. The Group also pursued its engagement with institutions such as the Bechtler Stiftung, Este Arte, À l'Abordage, and Fundación Cerezales Antonino y Cinia, fostering cross-cultural dialogue and supporting diverse artistic ecosystems. Mirabaud is also an active member of the International Association of Corporate Collections of Contemporary Art, contributing to the exchange of best practices in corporate art patronage at an international level. In 2025, Mirabaud further strengthened its presence at Este Arte by introducing the Mirabaud Award for Best Stand, an initiative designed to recognise artistic presentations that embody the Group's core values.

Our societal responsibility is dedicated to supporting societal development and community inclusion at a meaningful level.

In parallel, Mirabaud maintained a targeted presence in the sporting sphere through its role as title sponsor of the Mirabaud BaselHead Regatta. This major public rowing event brings together international athletes, amateur crews and a broad audience along the Rhine, combining sporting excellence with a strong community dimension. Through this partnership, Mirabaud reinforced its visibility in Switzerland while promoting values of performance, discipline and team spirit that are closely aligned with its identity.

At the same time, Mirabaud launched a new initiative, 'Art as Legacy', aimed at highlighting artists represented in its collection through the production of original video content. This project reflects the Group's intention not only to preserve and showcase its collection, but also to extend the reach of artistic practices through new formats and channels. This approach is consistent with Mirabaud's conviction that art has the greatest impact when it is shared as widely as possible.

Through these initiatives, Mirabaud continues to demonstrate a structured and forward-looking approach to societal responsibility, combining cultural patronage, support for artistic creation and selective sporting partnerships. Guided by its long-standing values, the Group remains committed to contributing in a tangible and sustainable way to cultural vitality, community engagement and social progress.

AREAS OF ACTION

- Sports and culture, engaging local communities
- Supporting the next generation of talent (sports/ arts)
- Donations and philanthropy

2025 PARTNERSHIPS

Sports

- Mirabaud BaselHead Regatta: public event

Contemporary art

- Centre Pompidou, Paris – Wolfgang Tillmans Exhibition
- Mirabaud Collection of Contemporary Art, Worldwide – New acquisitions
- MAMCO, Geneva
- Quartier des Bains, Geneva
- Geneva Lux, Geneva
- Bechtler Stiftung, Uster
- Este Arte, Uruguay
- À l'Abordage, Lake Geneva
- Fundación Cerezales Antonino y Cinia, Spain
- The International Association of Corporate Collections of Contemporary Art - IACCCA

NextGen

- Affiliated with the Henokiens Association since 2019, promoting multi-generational business continuity and leadership.
- Mirabaud Academy: local conferences focused on next-generation leadership development.



Strategic partnerships, when guided by purpose, go beyond visibility; they act as catalysts for cultural enrichment, community engagement, and sustainable societal impact.

Raffaele Zueger
Group Head of Marketing & Communication

ORGANISATION COVERED

This Corporate Social Responsibility (CSR) report covers the entire Mirabaud Group, which consists of all its subsidiaries and regional offices.

PERIOD COVERED

It focuses on Mirabaud Group's activities undertaken during Calendar Year 2025, i.e. between 1 January 2025 and 31 December 2025.

The report also includes past background information.

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