



**CSR
REPORT
2021**



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 CSR Report each refer to Mirabaud SA.

Period covered

This report focuses on the activities of the Mirabaud Group as undertaken during Calendar Year 2021, i.e. between 1 January and 31 December 2021.

This report also includes past background information.

Standards

This report has been drafted bearing in mind the GRI

Date of publication

This report was published on Q2 2022

Published by

The Mirabaud CSR Committee

**For questions regarding this report,
please contact:**

communication@mirabaud.com



CONTENTS /

Word from Camille Vial, President of the Mirabaud CSR Committee	4
Mirabaud's CSR strategy	5
Mirabaud's CSR governance	6
Summary of Mirabaud's CSR progress in 2021 and outlook	7
Economic Responsibility	9
Social responsibility	12
Environmental Responsibility	13
Societal Responsibility	15
Conclusion	16



WORD FROM CAMILLE VIAL /

PRESIDENT OF THE MIRABAUD CSR COMMITTEE

Dear clients,
employees and stakeholders,

As President of Mirabaud's Corporate Social Responsibility (CSR) Committee and on behalf of my fellow Managing Partners, I am very pleased to introduce Mirabaud's 2021 CSR Report. It comes as a testimony of Mirabaud's long-standing CSR commitment and is to be seen as an important building block of our fact-based communication around sustainability and responsibility.

At Mirabaud, our raison d'être is to serve our clients with excellence 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 adapted to meet the challenges of the time while positioning our service and offering for the growth of tomorrow.

Our entrepreneurial vision means we think in terms of years, not quarters, and we accompany our clients in the preservation, growth and transmission of their financial capital.

Likewise, as a member of the Mirabaud founding family, I feel proud to participate in the ongoing and sustainable development of the Group, thus preparing its handover to the next generation. This requires having a long-term vision, knowing who you are and why you are running your business as well as managing your resources and risk.

Conviction, independence and passion are part of Mirabaud's core entrepreneurial values, together with responsibility. Cherishing a strong corporate culture based on a clear vision, shared values and ethics as well as having a sound governance and reducing our footprint is absolutely key in our relationship to our clients, employees, local communities and stakeholders.



The Mirabaud Group has always acted in accordance with sustainability. It has only recently decided to proactively communicate on its actions in terms of CSR and SRI. Today, our CSR Committee is made up of senior representatives of the Group's different functions, therefore allowing for a truly integrated approach. In both Wealth Management and Asset Management, investment solutions that integrate ESG criteria are embedded in the DNA of our offer. A signatory of the United Nations Principles for Responsible Investment (PRI) since 2010, our Group has the highest rating in this area thanks to its governance and global strategy.

Mirabaud's clear CSR framework and strong CSR governance, as described in our dedicated brochures, have enabled our Group to accelerate progress towards our CSR aspirations all along 2021. I am delighted to share that, in accordance with our plan, we have made significant

achievements across all four responsibility pillars that constitute our CSR strategy: economic, social, environmental and societal. I seize this opportunity to thank Mirabaud's clients, employees and stakeholders for their continuous support and contribution.

The following chapters of this report detail important CSR pledges and 2021 accomplishments. CSR being an ongoing commitment, this report also indicates areas for development which Mirabaud will further focus on over the short-, mid-, and long-term with the aim of contributing to the UN SDG goals which the Group is embracing.

Camille Vial
Managing Partner



Icons of UN SDG goals Mirabaud contributes to

"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."

The 7 UN SDGs that Mirabaud has decided to embrace 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.



MIRABAUD'S /

CSR STRATEGY

Back in 2019, Mirabaud performed its first materiality assessment that allowed for a comprehensive mapping of Environmental, Social and Governance matters key to our Group and to our stakeholders.

Assessing the materiality of our ESG matters laid the necessary foundation to endorse clear responsibility objectives for Mirabaud, and allowed to identify areas of actions for the Group in line with the United Nations Sustainable Development Goals (UN SDGs).

Along 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. Therefore, Sustainable Responsible Investments (SRI) and ESG are an integral part of Mirabaud's economic responsibility pillar. Mirabaud articulates SRI around the four key approaches listed below. This allows us 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.

1. ECONOMIC RESPONSIBILITY

OBJECTIVE

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

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



COMMITMENT

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

AREAS FOR ACTION

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

3. ENVIRONMENTAL RESPONSIBILITY

OBJECTIVE

To reduce the environmental impact of our activities.

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



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.

2. SOCIAL RESPONSIBILITY

OBJECTIVE

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

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



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.

4. SOCIETAL RESPONSIBILITY

OBJECTIVE

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

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

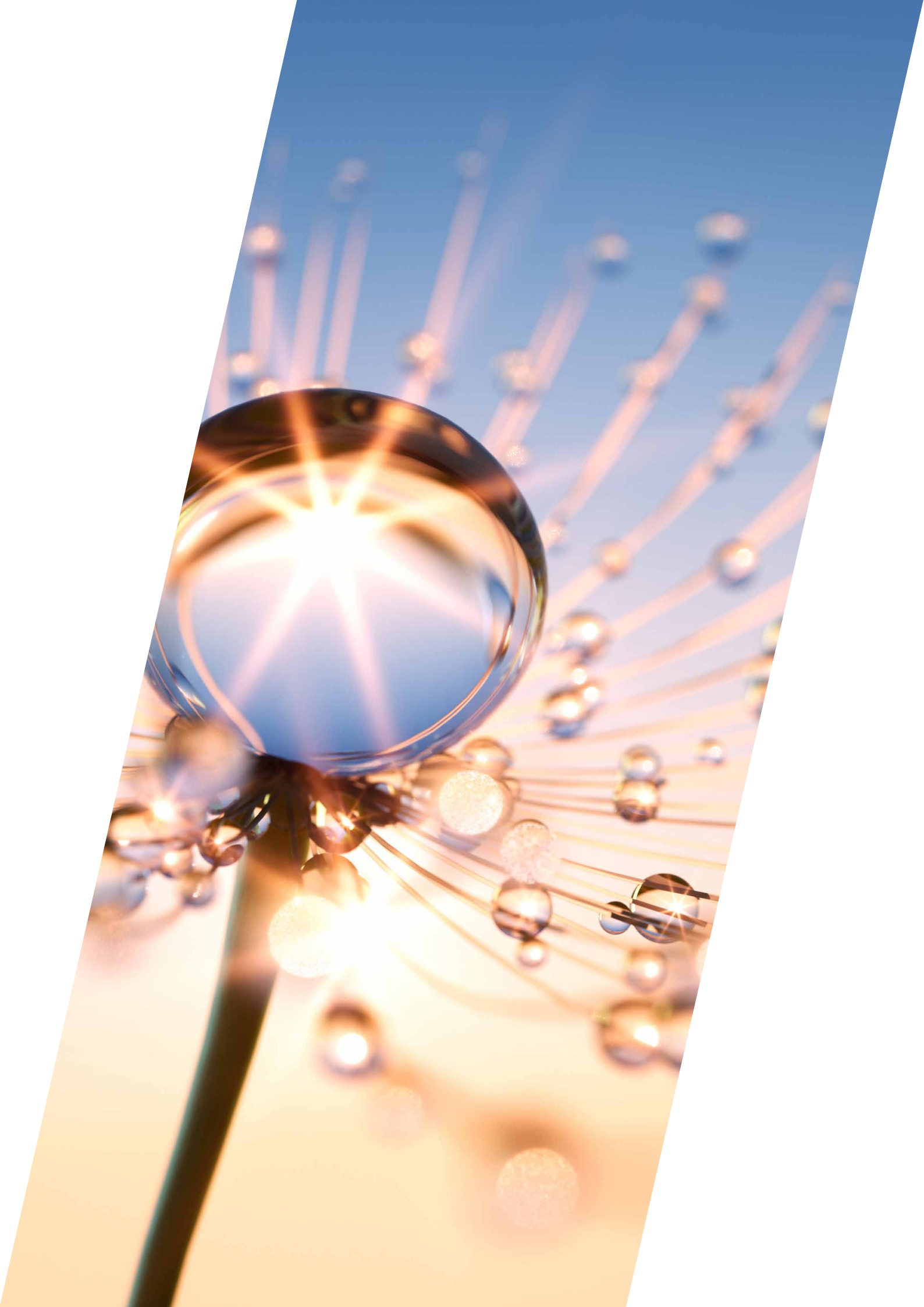


COMMITMENT

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

AREAS FOR ACTION

- K** Cultural and sports partnerships.
- L** Involvement in sustainability initiatives and associations.
- M** Philanthropy.



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.

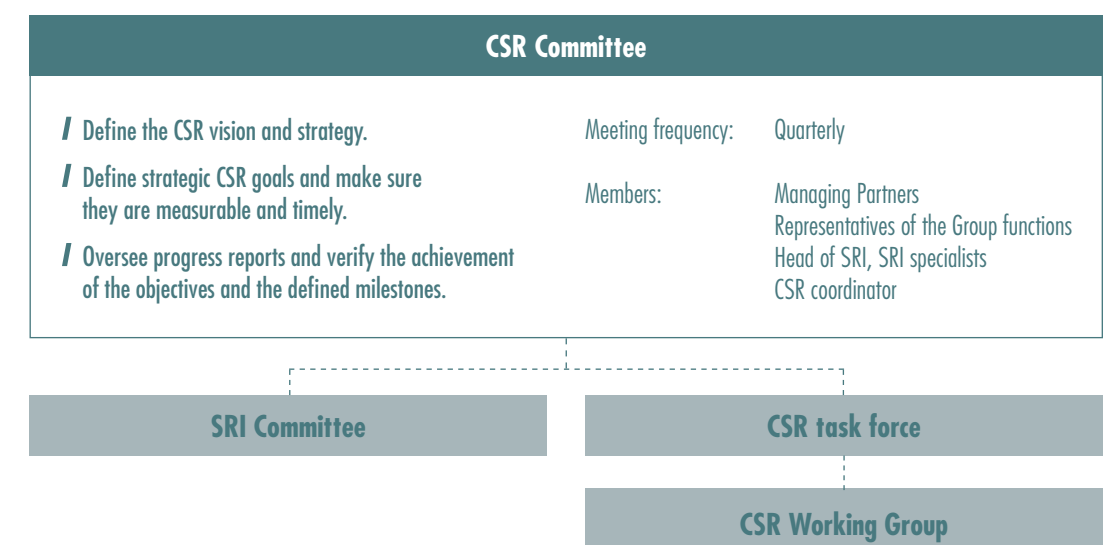
In her role of President of the CSR committee, Camille Vial is supported by the members of the Group's CSR committee, comprising three of the four Managing Partners as well as representatives from other Group functions. The committee has established terms of reference and meets at least quarterly to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

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

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 specialists are invited to attend the Committee on an ad-hoc basis.

CSR Governance



SUMMARY OF MIRABAUD'S /

CSR PROGRESS IN 2021 AND OUTLOOK

2021 was successful with regards to Mirabaud's CSR agenda; we achieved significant and holistic progress as reflected by selected highlights below:

- Within the environmental responsibility pillar, we reached an important milestone with the articulation of our CO2 reduction plan.



- Within the economic responsibility pillar, we progressed on our SRI offering, in particular with a climate thematic fund.



- Within the social responsibility pillar, we provided dedicated support to cope with the context of the pandemic and launched additional initiatives encouraging diversity, inclusion and equal treatment.



- Within the societal responsibility pillar, we supported philanthropic causes that lie close to the heart of our employees, continued to support new young talents in their art and further shared our values and passions with local communities during the pandemic.



CSR is an ongoing topic and therefore Mirabaud will continue to strive to achieve progress over the short-, mid-, and long-term across our 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.

Timeline with selected milestones reached in 2021 :



- | | |
|--|---|
| 01 01.2021: Paid Paternity leave entitlement of two weeks rolled out to all Mirabaud offices | 08 05.2021: Enforcement of an official and long-term Mirabaud Group Home working policy |
| 02 03. 2021: Mirabaud Asset Management published 1st engagement report | 09 06. 2021: Increase of stringency for investment exclusions across all business lines |
| 03 03.2021: Annual public transport subsidy to Mirabaud employees in Switzerland and Dubai | 10 06.2021: Launch of the 1st climate thematic fund |
| 04 03.2021: Mirabaud & Cie elected best employer in Switzerland (Banking category) by Statista | 11 07.2021: Mirabaud Bol d'Or shared with a wider audience through the sponsoring of 5 young international sailors and a mini-series published on social media |
| 05 04.2021: SFDR classifications of close to 90% of Mirabaud Asset Management investment funds into article 9 and article 8 funds | 12 10.2021: Round table at Building Bridges around Private Equity and impact investing |
| 06 05.2021: Mirabaud Asset Management granted the SRI label in France for its European Convertible Bond Strategy | 13 10.2021: Articulation of Mirabaud's CO2 reduction plan |
| 07 05.2021: Improvements of thermal insulation & LED lights in Geneva headquarter building | 14 12.2021: Enforcement of Mirabaud's Responsible procurement policy |



**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.

Within this pillar, Mirabaud is committed to:

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

All along 2021, Mirabaud has maintained and developed the highest quality of services offered to clients as reflected amongst others by the PRI where our Group confirmed the best possible rating, by the SRI labels that were granted to our investment funds, and by the SFDR classification of two of our Mirabaud Asset Management funds into the most stringent category (Article 9) and most of the remaining investment collection into the second most stringent category (Article 8). This witnesses the robustness, consistency and excellence of our SRI approach.

Over the last 12 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 client's needs:

- / We have further increased the stringency of our thermal coal mining, controversial weapons and tobacco production exclusions, reviewing the level of revenues derived from thermal coal mining to 20% in order to better reflect our commitment towards financing the transition to a low carbon economy, while supporting companies in transitioning to more sustainable business models
- / Our SRI specialists have kicked off our Asset Management Climate policy project which will be the focus of our SRI efforts over 2022 and will allow us to increase the climate resilience of our investments and contribute to financing the transition towards a sustainable economy in line with the Paris Agreement.
- / We launched, amongst other responsible investment products, a Climate Bond Fund within our Asset Management Business line. The climate bond fund aims to deliver an attractive above index return across a business cycle by providing a globally diversified bond fund with an investment focus on green bonds and transition bonds, i.e. debt of

carbon-intensive corporate issuers with clear emissions reduction targets, ideally aligned with the goals of the 2015 Paris Agreement.

While extending our range of responsible and sustainable products and services, we have continued to strengthen sustainable finance across our business activities by dedicating additional resources to ESG research, and by increasing transparency on our ESG approaches:

- / We developed a strong SRI products offering at Mirabaud Wealth Management, with all asset classes being covered by ESG research. For each asset class, we have identified ESG leaders that are fully documented.
- / Acknowledging the importance of transparency when it comes to SRI investing, we continued to disclose on our dedicated websites relevant SRI policies and documentation for the Group and its business lines. Among those policies are the Group's SRI policy, Mirabaud Asset Management's Exclusion policy and Engagement policy as well as Mirabaud Asset Management's stewardship report and product specific SRI reports.

Continually interacting with like-minded investors, exchanging with peers across both the local and international asset management and wealth management industry, as well as 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 partnerships with SRI organisations by joining efforts with like-minded investors and initiatives such as Climate Action 100+, CDP Non-Disclosure campaign and CDP Science-based Targets Campaign.

Fortifying our business ethics and meeting regulatory compliance remained key topics in 2021; we continued to address them by providing our employees across the Group with training on regulatory requirements as well as SRI concepts, and by anticipating and facing regulatory request with dedicated resources.

- / We continued to train our employees on SRI and ESG, in addition to business related regulatory aspects of our businesses.

An important milestone for our relationships with partners and providers of products and services was reached in December 2021 with the finalisation of our Group-wide Responsible procurement policy. This policy comes as a formal safeguard of both Mirabaud's and external stakeholders' commercial and sustainability interests.

For 2022 and beyond, we will continue to focus on offering highest quality responsible investment solutions to our clients in particular, and on maintaining strong business ethics and governance in general.



Selected highlights:



4 of our Mirabaud Asset Management funds were granted the **SRI label** (supported by the French authorities) and we are working on obtaining the label for an additional 3 funds.



Mirabaud WM investment universe: over **140 ESG company** profiles for stocks and bonds. Full ESG documentation of recommended external funds and ETFs.



FINMA SRI audit passed with **cum Laude**.



Sectors in the **Exclusion scope**: thermal coal mining (exclusion threshold: 20%) tobacco production and related products/services (exclusion threshold: 5%) and controversial weapons.



Number of ESG newsletter/trainings in MAM: **50 ESG newsletters**



Monthly CSR/SRI welcome day for new joiners



Since July 2021, publication of a monthly ESG by WM, giving a deep insights into a **specific SRI or ESG** issue.



Andrew Lake,
Portfolio Manager of the
Mirabaud Climate Bond fund
on the importance of investors
contributing to the climate
transition

Why is engagement with high emitting sectors and companies so important when it comes to the journey to net zero?

As part of our climate bond strategy, the focus is on the energy transition journey as one route towards a lower carbon economy. High emitters have a key role to play in the energy transition and the road to net zero, and therefore must be a part of the solution.

Within Mirabaud's engagement framework, conversations with companies in energy-intensive industries are prioritised, encouraging and assisting them to reduce their carbon footprints and improve climate accountability. It is important regularly monitor the trajectory of holdings to ensure they align with the long-term vision. Engaging with companies allows us to address material issues that define the climate challenges of today.

Balancing our expectations to manage fossil fuels with energy security and the economic feasibility of available sustainable technologies is crucial but ambitious. Nonetheless, the relationships built with company representatives, the topics tackled and the forward-thinking outlook developed during our dialogue meetings defines our position as an asset manager. Simply ignoring these companies will not encourage the change and evolution that is needed but leaves us ready to address relevant market-wide and systemic risks.

Since the launch of our climate bond fund in June 2021, we have engaged with companies in the energy, utility, industrials and airlines sectors to establish an initial dialogue, improve our understanding on their climate strategies, and set our expectations going forward.

continued on next page →



What have you found to be key topics and challenges during your engagement with such companies?

Climate-related disclosures were key points of discussion during many of our conversations with companies. We observed, for instance, that some issuers were not providing clear breakdowns of Scope 1, 2 and 3 emissions in publicly available reports. We therefore highlighted our expectations around better climate reporting, with a view to improve information quality and bring about market transparency. So far, issuers have responded to our demands appropriately. For example, after our engagement meeting held with a European electric utility, the company has updated their latest CSR report with a breakdown of their emission contribution per source. This indicates a step forward and is a testament to the impact that Mirabaud can facilitate through the dedicated engagement framework of the climate bond fund.

Our conversations with energy companies have also taught us that leaders and laggards exist among issuers operating in the same sector. Indeed, corporate strategies and management decisions can define how effectively climate change risks and opportunities are addressed in organisations. Across our oil and gas holdings, for example, commitments to set climate targets have been wide-ranging. We have reviewed our issuers' climate objectives based on robustness and temperature alignment potential.

Dialogue with a European energy company evidenced their pledge to achieve net-zero greenhouse gas emissions by 2050 (or sooner). We also observed that the issuer has set interim climate targets on an absolute basis, which stands out as best in class. The physical amount of greenhouse gases released in the atmosphere must, in fact, be reduced to keep temperature increases within the 1.5C and 2C range defined at COP21.

Other energy companies we spoke to have set most of their climate targets in terms of emission intensity. Although we welcome the

effort, companies setting emission intensity climate goals may appear to make progress on their carbon footprint while simultaneously increasing absolute emission levels. We also noted that carbon sinks and offsets have been identified as means to reduce net emissions, a method that we believe should be used in moderation.

A common challenge we observed across all our energy-intensive issuers relates to Scope 3 sources, or indirect emissions across the value chain. So far, many companies with whom we have engaged have not set explicit targets to manage all upstream and downstream emissions, especially those that represent a majority of their total carbon footprint. Our expectation that issuers formalise plans to manage Scope 3 emissions has been met with mixed levels of openness, and we continue to nurture our dialogue with corporate stakeholders to find common ground and value-enhancing results.

How have these companies responded to your engagement with them?

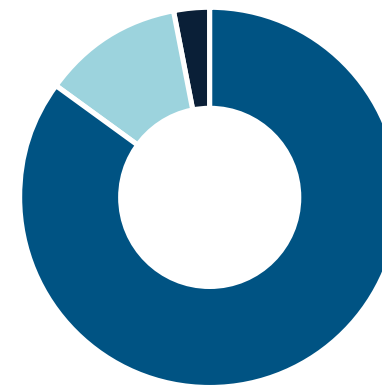
So far, issuers have responded positively to our outreach effort and demonstrated willingness to engage in constructive dialogue. Naturally, low hanging fruits materialise when discussions centre on companies' areas for improvement, such as aligning disclosures with globally recognised frameworks, or raising the bar with ambitious emission reduction targets and dedicated capital expenditure plans towards renewable technologies. Indeed, as part of our dedicated engagement framework for the climate bond fund, we develop clear milestones, review expectations and evaluate progress made against our key goals and outcomes. Nonetheless, we have learned that we can also measure the outcomes of our dialogue through the resources we share with issuers and the trust we develop with corporate stakeholders. Trust is, in fact, a fundamental layer to facilitate knowledge-sharing and foster connections to improve climate management in the long-term.



Mirabaud UN PRI ratings 2020

2020

	Mirabaud	Peer Median
Strategy & Governance	A+	A
Direct & Active Ownership Modules		
Listed Equity - Equity Incorporation	A+	A
Listed Equity - Active Ownership	A+	B
Fixed Income - Corporate Financial	A+	B
Fixed Income - Corporate Non-Financial	A+	B
Private Equity	A+	B



Voting Statistics 2020

- For: 88.0 % (4'394)
- Against/Withhold: 11.6 % (578)
- Abstain: 0.4 % (22)

Our voting activities for 2020

In 2020, we voted all of our actively held stocks across our Equity funds. The chart below summarises Mirabaud Asset Management's proxy voting activity in 2020.

Across 4,994 unique proposals available to vote, we voted 100% of the time. Votes cast were in line with management recommendations 88% of the time, with almost 12% contrary to management recommendations.

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 our employees with a healthy and comfortable working environment
- / retaining, developing and supporting its talent.
- / Promoting employee diversity, inclusion and equality.

Throughout 2021, Mirabaud strived to continue to provide our employees with a healthy and comfortable environment.

- / An important milestone for the Group was the launch of the Group Homeworking Policy in 2021, which supports flexible working arrangements with up to two homeworking days per week, whilst also supporting teamwork through two anchor days on Mondays and Thursdays. We believe that this Homeworking policy is a key element

to bring additional comfort and flexibility to our employees and which will help us in retaining talent.

- / With the ongoing and evolving COVID situation, physical and mental health remained a focus in 2021. There was an increased effort in regular communication from the COVID Taskforce, Managing Partners and HR. This was achieved through regular conference calls with line managers, consultation with individual employees and wider communication via email, intranet and newsletters. Sanitary measures put in place at Mirabaud included COVID testing, flu jabs, mental health support through the continued provision of Employee Assistance Programs (EAPs) in various Mirabaud offices and a therapist available to employees two days per week to provide therapy or reflexology sessions in our Geneva Office. Many of these measures will be continued in 2022.

- / The Group's employee run Association for Sports and Leisure ("ASLM - Association Sports et Loisirs Mirabaud") continues to be highly appreciated by our employees as it plays a central role in connecting employees while exploring sports and cultural activities. With its dedicated budget the ASLM will continue to promote Mirabaud's DNA through social and cultural events organised by employees for employees, and mainly in line with the Group's sporting (e.g. sailing) and cultural (e.g. contemporary art) priorities.

- / In addition to the ASLM, company internal social committees in different offices organize social events on a regular basis to provide an opportunity for colleagues across teams and business lines to get to know each other in a relaxed environment. In London, for instance, the social committee organises an after-work event once a month.

In 2021, we continued to recognise the importance of diversity and inclusion and we remained committed to being an equal

opportunities employer; with our robust recruitment process, Mirabaud does not discriminate on the grounds of cultural, racial, religion, age, gender, sexual orientation or disability.

- / We recruited both experienced employees whilst also focussing on fostering our young talent through apprenticeships, internships and trainee programs across the Group. Mirabaud Asset Management in the UK, for instance, runs an 'Investment2020' trainee scheme, which invests in our grassroots talent with a specific focus on widening access to diverse talent at entry-level roles. In addition, during 2021, the City Hive Cross Company Mentoring scheme was run for the second year for Mirabaud Asset Management employees with the focus on promotion and progression of women and ethnic minorities.

- / Our benefits packages aim to support diversity and in January 2021 a paid Paternity Leave entitlement of a



minimum of 10 days was rolled out to all Mirabaud offices. This is also made available to secondary parents in same-sex partnerships.

Mirabaud also recognises the importance of gender-pay gap analysis, and we work to ensure that all employees are treated equally, whilst taking into consideration their role and performance. 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 28.

Mirabaud remains fully committed to developing a continuous learning culture. We encourage our colleagues to continue to build skills, knowledge and capabilities throughout their career with us that will allow them to keep pace with the demands of their role, whilst building their confidence. This approach allows us to ensure that our colleagues are up-to-date with financial innovation. Individuals are also supported to achieve professional qualifications which are relevant to their role, for example the CFA-ESG qualification.

In 2021, we have developed partnerships with language institutes in different locations to offer individual tuition.

Moreover, we have built training programs to offer access to the latest technical, business and leadership skills. In 2021 for instance, we offered live online training courses to reinforce or employees' understanding of banking operations in Switzerland. In 2022, a group leadership program will be launched to enhance the capabilities of our Managers across the Group.

We were very pleased to be awarded Best Employers in Switzerland 2021 by the Handelszeitung, le Temps and Statista.

Our diverse, multi-location and multi-generational workforce is a definite strength, which we will continue to build on. We recognise the importance to support the health & wellbeing of our employees, and we are keen to further develop related initiatives and events in 2022 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!



TANIA SHAMMAS

Relationship Manager
at Mirabaud Dubai

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



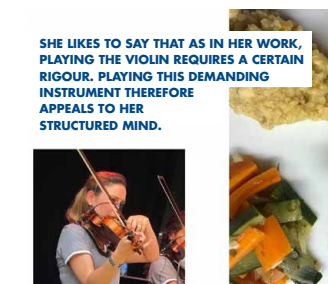
WHAT SHE LIKES MOST ABOUT HER JOB IS THE OPPORTUNITY TO LEARN EVERY DAY IN A HEALTHY ENVIRONMENT.



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.



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



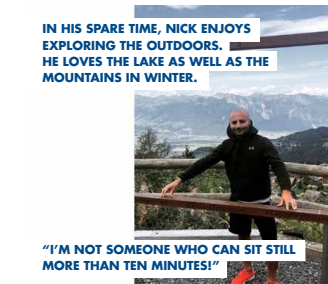
IN 10 YEARS, ARIANE SEES MIRABAUD AS A DYNAMIC AND FAST-GROWING BANK, CLOSE TO ITS VALUES YET EXPANDING THROUGH CURIOSITY AND OPPORTUNITIES.



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!"



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.

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, we achieved a significant milestone towards the management and reduction of our CO2 emissions; we formalised an ambitious carbon management target with a corresponding action plan. This plan is based on the insights we gained from the carbon footprint

measurement exercise we conducted in 2020 for the Group. Thanks to this assessment, we were able to spot the highest contributors to our internal CO2 emissions and assess how and when to best address them.

Along the formalisation of our CO2 action plan, we continued to take action on the energy consumption of our Real Estate facilities; while we deliberately further favour green energy whenever possible, we also proceeded to the thermal insulation of our head-quarter building, the replacement of light bulbs by energy saving LEDs, as well as planned the installation of solar panels on our Geneva flagship building roof in 2022.

With the COVID pandemic, the systemic decrease in business travels naturally had a significant effect on our carbon footprint. We leveraged on this trend to formalise our 'work from home' policy, and improve our virtual meeting room infrastructure. Both these elements will allow us to keep a reduced level of non-essential business travels beyond the sanitary crisis. Of course,

our internal business travel policy continued to encourage all Mirabaud employees to favour train over plane whenever possible.

We also anticipated an increase in waste from single use food packaging and sanitary items including masks and plastic bottles from sanitizers. Dedicated recycling bins are in place in Mirabaud branches world-wide and help us face those new waste concerns. We furthermore switched to biodegradable disposable food packaging in our head quarter canteen to limit our impact on the environment and continued to favour the use and recycling of eco-friendly printing paper to preserve natural resources.

Along the above detailed initiatives, we continued to encourage our colleagues to engage in sustainable practices through the reduction of energy consumption and the facilitation of more environmentally friendly modes of transportation.

- / In Geneva, we provide a subsidy to the annual public transportation card and in Dubai, our colleagues are eligible for a free Metro Card. Furthermore,

UK employees have the opportunity to apply for Season Ticket loans to assist with public transportation costs, and our Spanish colleagues are able to take advantage of tax efficient transportation costs.

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

For 2022 and beyond, we will continue to focus on the management of our CO2 emissions and take necessary actions to meet carbon neutrality 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 (trend: ↘)



Paper savings thanks to recycling bins in place



Energy consumption: 3'969'276 kWh (trend: ↘)



Energy savings thanks to RE improvements



Green energy favored when possible



Water consumption: 7'081 M³ (trend: ↘)



Bees on rooftop



3 Main contributors to our carbon footprint



Business travel - 42.5%



Fuel and energy - 40.4%



Employee commuting - 12.1%



Purchased good and services - 3.4%



Waste - 1.2%



Capital goods - 0.4%



Stefan Blechschmidt,
Head of Logistics

“ We have been managing our energy consumption for many years and reached significant milestones over the past decades by switching to green energy providers and improving on our Real Estate facilities to save energy. With Mirabaud's CO2 reduction plan, we can now accelerate and expand the initiatives and work towards a clear goal, so as to meet the carbon neutrality target. ”

SOCIETAL / RESPONSIBILITY

The objective of our Societal responsibility is to contribute, at our level, to the harmonious and fair development of the broader society through local sponsorship, philanthropy and community engagement. Within this responsibility pillar, Mirabaud is committed to:

- / Actively establishing partnerships and getting involved in events and initiatives – at Headquarters in Geneva as well as in other offices worldwide -, so as to sustainably contribute to the positive development of society while strengthening inclusion of local communities. The Group shares these events (such as in sailing or contemporary art) with its clients, employees and local communities in line with its core values.
- / Supporting young talents in the fields of sailing and contemporary art: their constant strive for excellence resonates with our values.
- / Supporting our colleagues' personal areas of engagement through donations, internal fund raising and communications.

Mirabaud is grateful for the opportunity it was given to successfully support local events, promising talents and philanthropic engagements all over the calendar year 2021.

Sailing

- / We are proud to have contributed to yet another successful edition of the Bol d'Or Mirabaud - one of the biggest sailing competitions in Europe – despite the ongoing pandemic. This event allowed us to reach out to an international and broad

based community of adventurers as well as the residents of the Geneva area, sharing with them our passion for sailing, while contributing to the positive international image of Geneva

- / In 2021, so as to extend the visibility of this iconic sailing event, we supported young promising sailors through our newly created "Sailing Squad" concept. For this filmed mini-series - four episodes widely shared on social media -, we invited five international sailing talents to Geneva under the mentorship of Shirley Robertson, double Olympic champion. Her mission was to coach the young sailors for a participation, as a team, in the Bol d'Or Mirabaud race.
- / In Fall 2021, we were once again the title sponsor of the Mirabaud BaselHeadRegatta. 100 crews from 10 nations compete in a 6.4 kilometre chase race in the heart of Basel. The exceptional race takes the competitors under three bridges across the centre of the city. Spectators can follow the races all along the route.
- / As during the previous years, we also seized the opportunity to support young sailing talents in aspiration by welcoming them to our Mirabaud Sailing academy.

Contemporary art

- / 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.

This is why in 2021, the Group has further extended the publication of part of its collection's artwork on its public website as well as the exhibition of the collection throughout its international offices.

- / In 2021, Mirabaud continued its historic support of the MAMCO in Geneva as well as the sponsorship of the Quarter and Nuit des Bains, Geneva Lux, the Zurich Art Weekend or FIAC Hors les Murs in Paris.

Transition to a more sustainable future

- / In 2021, Mirabaud supported the second edition of "Building Bridges" in Geneva, where sustainable finance meets the UN SDGs around a common vision of accelerating the transition to a global economic model aligned with these Global Goals. Within the program of impact finance events, Mirabaud contributed through the organisation of a roundtable on the theme of "Private Equity: a driver of positive change". The direct involvement of this asset class in the real economy allows for a concrete and measurable impact on our society through the integration of ESG criteria.

Supporting and financing Peace

- / In 2021, Mirabaud and Interpeace (an international peacebuilding organisation based in Geneva: www.interpeace.org) marked the 10 years of their strong partnership. Peace is essential for sustainable development and promotes stability, growth and prosperity in countries. Without peace, there can be no economic growth and without economic growth, there can be no lasting peace.

Donations and supporting staff volunteering in 2021

A further highlight of 2021 is tied to charity and volunteering of our employees linked to initiatives across our different locations.

- / In our UK office, our colleagues collected unwanted coats and warm clothing for the homeless and donated Christmas presents for over 50 underprivileged children in the London region. In Paris last year, employees took part in a Step Challenge, raising money for charity but also encouraging participants to undertake regular exercise and to move more.
- / For 2022, our London colleagues have chosen to support two local charities for whom we will be running various fundraising initiatives throughout the year, as well as volunteering our time to support the work these charities undertake.
- / Finally, many colleagues have supported charities that are close to their own hearts, undertaking various fundraising initiatives. For example, our colleagues in the London and Geneva offices supported 'Movember' during the month of November, in support of men's health charities. Others have run marathons, undertaken triathlons and run baking competitions to raise money for their chosen charities.

Last but not least, and in addition to supporting its employees in charity and volunteering efforts, the Group has donated to initiatives such as:

- / CANSEARCH (Switzerland): through participation in "CANRUN" and "Swim for Hope"
- / Gerando Falcoes (Brazil)
- / Le Petit Cœur (Switzerland)
- / Special Olympics (Switzerland)

For 2022 and beyond, it is our ambition to continue to share our passions and values through our various supports and on connecting with our local communities.



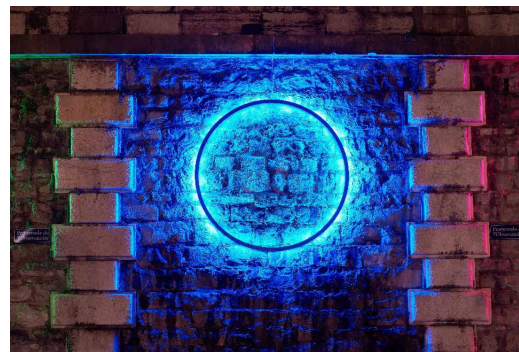
Cansearch Run



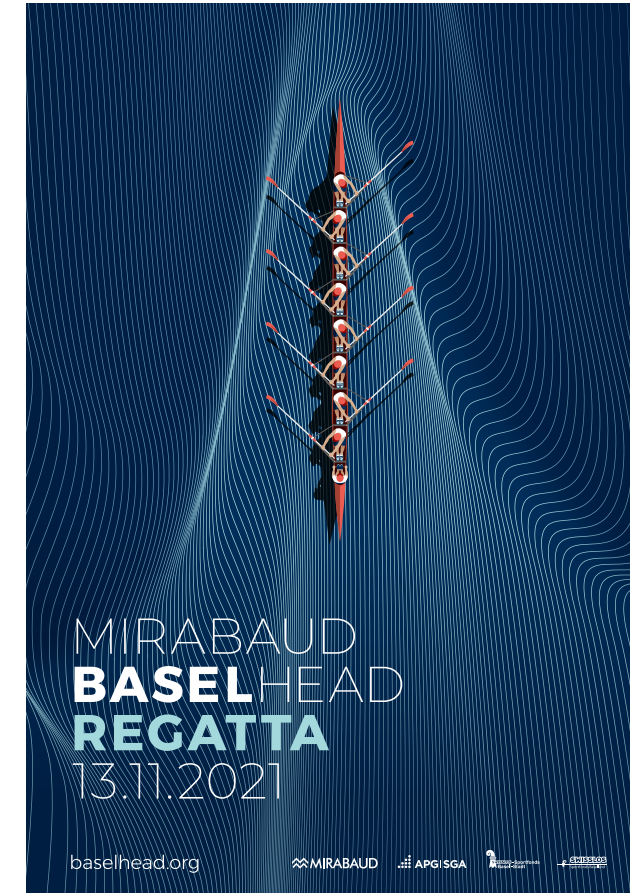
FIAC Hors Les Murs



MAMCO Night Show



Geneva Lux Festival



Basel Head Regatta



Swim for Hope



Bol d'Or Mirabaud



Swiss SUI Sailing Awards category Youth



CONCLUSION /

Strong CSR awareness among our clients, our employees and our stakeholders, backed by solid CSR governance, allows Mirabaud to progress towards the 7 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. The Group works on these Global Goals through ambitious objectives and commitments that it has set across its four responsibility pillars.

During 2021, Mirabaud has reached significant milestones within the environmental pillar thanks to the formalisation of a CO2 reduction plan, as well as within the economic pillar thanks to the extension of its responsible investment (SRI) activities.

2022

Mirabaud will strive to dedicate the necessary resources to report according to the best practice

Mirabaud has also continued to focus on material topics belonging to the social pillar with a special attention to staff wellbeing during the pandemic, as well as to the societal pillar with the support of young artists, sailing talents or local philanthropic initiatives despite the social distancing context.

With this 2021 CSR Report, Mirabaud acknowledges the importance of working towards transparency and public disclosure of its sustainability and corporate social responsibility actions. As of 2022, 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.



