



B E R G O S

ESG Briefing

2023 Update







We value the opportunity to be a positive force for social and environmental responsibility in the communities we serve. As a client-centered institution, we recognize that ESG considerations are becoming increasingly important to our stakeholders and investors. With that in our focus, we are here to preserve wealth and value for generations to come.

DR. PETER RASKIN, CEO & PARTNER

Bergos - Human Private Banking.

Our core brand philosophy encapsulates the aspiration, strength and conviction of our bank that people and human qualities such as **respect, empathy and openness** 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's 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.

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

We embrace a holistic approach that focuses on our clients' needs while equally considering the impact of our actions on the social, human, and ecological environment. This is why we have established a clear sustainability commitment to our planet, society, people, and clients, which serves as the **guiding principles for 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

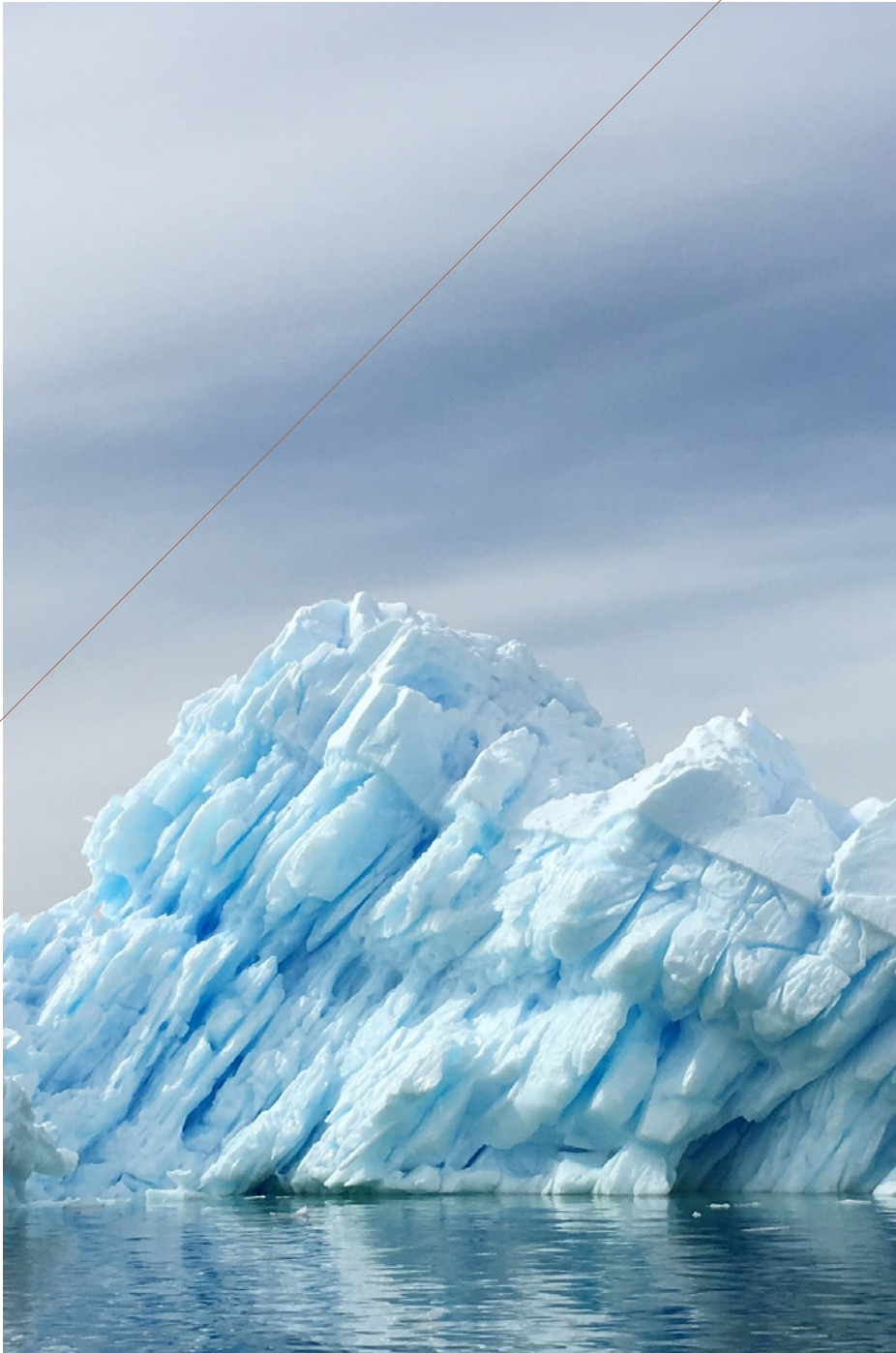
We know that our people, our Bergosians, form the foundation of everything we do. That's why we aim to be a place of work that empowers its employees to their fullest potential.

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.

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

CONSUMPTION

30% LOWER PAPER CONSUMPTION SINCE 2016
0% DISPOSABLE TABLEWARE OR CARDBOARD CUPS

EMISSIONS

WE OFFSET 100% OF OUR CO2 EMISSIONS FOR BUSINESS TRAVELS IN 2021 INCLUDING ACCOMMODATION AND TRANSPORTATION

ENERGY

OUR HEADQUARTER IS A LOW-ENERGY-CONSUMPTION BUILDING
100% OF NEW LAMPS WERE REPLACED WITH ENERGY SAVING LED INCLUDING MOTION DETECTOR

ACHIEVED IN 2022

100% OF OUR ELECTRICITY STEMS FROM RENEWABLE SOURCES, WHILE PREVIOUS YEARS IT WAS ONLY 60%

WE REDUCED OUR BUILDING'S ENERGY USAGE BY IMPLEMENTING AN AUTOMATED NIGHT-TIME ELECTRICITY SWITCH-OFF

WE SET THE FOUNDATION FOR E-CHARGING STATIONS IN OUR PARKING LOT

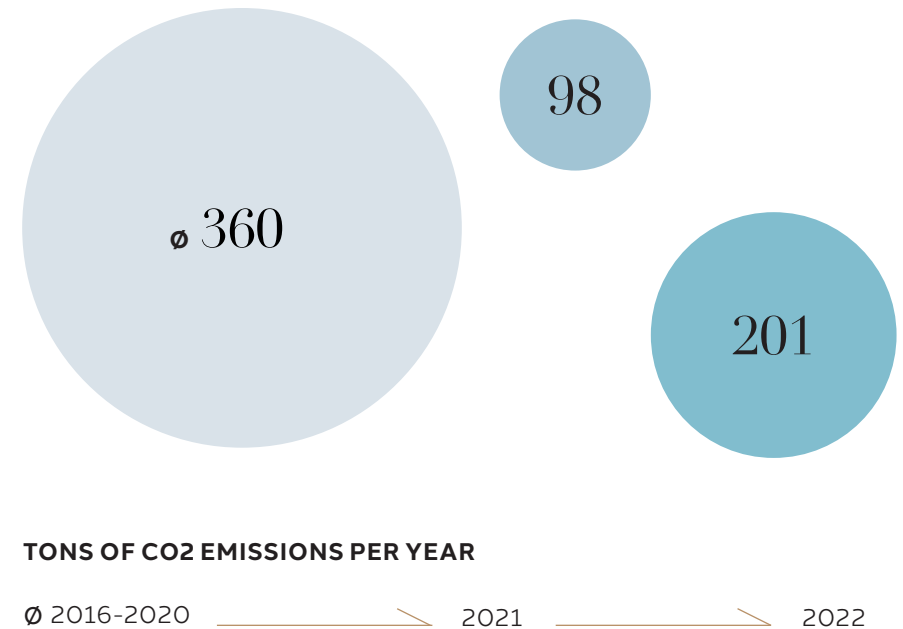
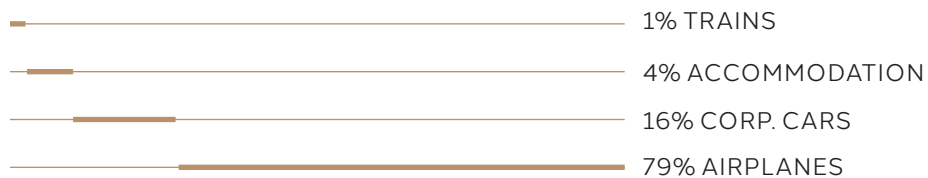
AGAIN WE OFFSET OUR BUSINESS TRAVELS FOR 2022

OUR FOOTPRINT ON THE PLANET

Sustainability isn't a buzzword - it's a way of life that determines our planet's future. We aim to stabilize our footprint by off-setting our carbon emissions.

Bergos tracked its emissions and identified the most significant contributors: business travel and company cars. In 2021, 98 tons of CO2 were emitted. Due to restricted travel in times of Covid-19, these emissions were 73% lower than the average before 2020. In 2022, we emitted 201 tons of CO2 which is 45% lower, compared to the annual average of pre-pandemic years.

Through MyClimate, we compensate our business travel emissions, contributing to projects in developing countries with clean energy and education for the local communities.



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 2022.**



144'000 CHF
DONATED BETWEEN 2020 AND 2022

68'000 CHF
DONATED IN 2022 ONLY

30'000 CHF
DONATED FOR ART & CULTURE IN 2022

24'000 CHF
DONATED BY BERGOS
EMPLOYEES IN 2022

SOCIETY

We believe that our responsibility to society requires that we take action.

The impact we aim to achieve with our donation strategy is focused both on emergency humanitarian aid - such as a collective donation in response to the war in Ukraine - as well as on a long-term commitment to arts and culture. Examples of the latter are our support of Asia Society, the Zurich Opera and our own program: Artist in Residence - Bergos AIR.

In 2022, a generous amount of 68'000 CHF was donated, reflecting the compassionate spirit for our community. Of this remarkable amount, 30'000 CHF were dedicated to supporting young artists and cultural initiatives. Additionally a significant contribution of 24'000 CHF came from our employees to support Ukraine war victims and orphanages in Switzerland. We achieved an increase in donations of about 10% from 2020 to 2021, while we increased donations by unparalleled 65% in 2022 thanks to our employees contribution.

CHRISTMAS DONATION

We were once again able to brighten the festive season through our **Christmas Donation**: a heartwarming initiative, brought to life by our Bergosians, which supports the children shelter in Zurich.

24 Each employee was allowed to handpick a Christmas wish from one of the children, purchase and wrap the present to bring joy to the children's hearts. For those who wanted to do even more, we offered the option to make a generous donation towards the children home's summer holidays.

We are proud to announce that this year, our board members also stepped up and made a significant contribution to our donation, resulting in an outstanding accomplishment. In total, we were able to fulfill the wishes of 11 children and donate a remarkable amount of 6,000 Swiss Francs - increasing our impact by over 6 times compared to the previous year.

We received very positive feedback from both employees and children, which we are proud of. We are honored to have been able to make such a difference in our community and we look forward to participating in future initiatives.

AIR - ARTIST PROGRAM

In 2020, we created **Bergos AIR** to recognize young music professionals and young visual artists who promise to be leaders of creative thinking and innovation, and who are outstanding masters of their craft.

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's 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!

Through our AIR Program, we give young music professionals and visual artists a chance to share their outstanding talent with all of us.

At the end of 2022, we have already supported three outstanding, young musical talents. We will continue to introduce two new AIR artists every year. Look out and breathe in!

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 2022.**



PEOPLE

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 42% 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 home office offering, we support parenthood and a healthy work-life balance for all our employees. 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 subject matter experts.

We have implemented several initiatives in 2022 to contribute to an empowering workplace. Here is what we achieved in 2022:

We launched the **Women Network**, an employee-led initiative, to promote the exchange among women with networking, panel discussions and coaching

Bergos has empowered its employees by giving them recognition based on their contribution. As a result, we **promoted** 10% of our full-time employees for their excellent work and contribution to the bank's success in 2022.

All of our employees are granted **6 weeks of holidays** since 2022.

Cross-divisional knowledge exchange amongst all levels in the company is promoted at Bergos with regular **Lunch & Learns**.

Since 2022, Bergos dedicates at least one month a year to a weekly team activity that creates skills and knowledge. In 2022, we did a weekly **golf introduction course** in Zurich with a professional coach.

Bergos has set an industry leading example for equal opportunities in the job market for men and women. Bergos announced its new policy which increased the **Paternity leave** from the obligatory 4 weeks to 14 weeks, now matching the level of maternity leave.



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 are working to fully integrate ESG into our investment process and are also developing products and advisory services actively promoting an ESG impact. We would like to increase transparency and help our clients to understand key ESG risks.

OFFERING:

We offer ESG advisory investment solutions with our selection of ESG Funds. The funds either follow a best-in-class approach or focus on specific themes related to climate, social or governmental issues.

We have ESG investment specialists, who also have a deep expertise in traditional investing and advise clients on our ESG investment opportunities.

ESG Quality is indicated on individual title and on the aggregated portfolio level thanks to our own Bergos ESG score available for our Advisory and discretionary Mandate clients.

ACHIEVED GOALS:

We have integrated ESG Criteria into our entire investment universe.

We adjusted the advisory consultation process to be in line with the ESG regulation resulting from MIFID II and therefore are now able to take the ESG quality preference of our clients into account when advising them.

Our relationship managers and investment experts completed ESG basis training.

At Bergos, we believe that incorporating environmental, social and governance (ESG) factors into investment decisions can help deliver better long-term financial results.

To increase transparency and enable our clients to make informed investment decisions that align with their values, we have developed our own Bergos ESG score.

BERGOS ESG SCORE

Our ESG score is based on data from reliable sources such as MSCI and is assessed by our investment experts, who take into account various quantitative and qualitative factors depending on the industry and asset class of the security. The Bergos ESG score of 1-7 corresponds to ESG quality levels of Low, Medium and High and is available at both the individual investment and portfolio level.

By providing this ESG quality information, we enable our clients to better understand the ESG impacts of their investments and how they align with their values and preferences. We recognize that ESG factors provide relevant insights beyond current financial performance and can influence the wealth in the long-term.

Therefore, we strive to continuously refine our ESG score methodology to ensure it remains current and reflects the latest ESG trends and developments.



OUR TARGETS

2023

ENVIRONMENT

Expand our Recycling to PET and Aluminum brought by our employees

Offset the CO2 Emissions to become carbon neutral

Implement Eco-Initiatives to sensibelize employees

SOCIETY

Foster employee volunteering

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

EMPLOYEES

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

PRODUCT

Review our ESG investment approach by an external consulting company

Integrate ESG into our discretionary mandate strategies and develop a full ESG Strategy

Ensure that 10% of our Client Relationship Managers and investment experts become ESG specialists with signing up for respective external certification

2024-2025

ENVIRONMENT

Digitalize processes in order to reduce the usage of paper

Offset CO2 of entire company in Scope 1 and Scope 2

Replace company pool cars with alternative fueling

SOCIETY

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

EMPLOYEES

Expanding Training options in soft skill and hard skills to foster collaboration and their personal development

Conduct company wide employee satisfaction survey to identify improvement potential

Implement cultural change initiatives

PRODUCT

Superior ESG consulting services by integrating client feedback into our process

Get an ESG-certificate as a bank (e.g. B-Corp)

Get additional 5% of investment experts certified in ESG relevant education

Refine and adjust the Integration of ESG Criteria in our entire investment universe



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