



B E R G O S

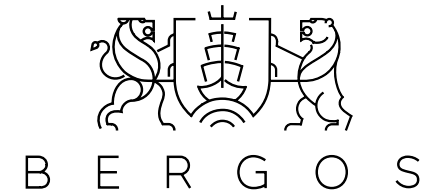
**ESG**

**2022 BRIEFING**

HUMAN PRIVATE BANKING

[WWW.BERGOS.CH](http://WWW.BERGOS.CH)

# WHAT HUMAN PRIVATE BANKING MEANS TO US



**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 foundation 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.

With that, we know the wellbeing of others and our planet has to be at the very center of our attention.



# THE WELLBEING OF OTHERS AND OUR PLANET HAS TO BE AT THE CENTER OF OUR ATTENTION

## OUR ESG COMMITMENT

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**.<sup>1</sup>

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.



1) For more information:  
[www.un.org/en/climatechange/net-zero-coalition](https://www.un.org/en/climatechange/net-zero-coalition)  
[www.un.org/sustainabledevelopment/sustainable-development-goals](https://www.un.org/sustainabledevelopment/sustainable-development-goals)

## OUR ESG AMBITIONS

These ambitions constitute the framework for our decisions and strategies:

**OUR PLANET:** We aim to substantially reduce our ecological footprint.

**OUR SOCIETY:** We aim to be an impactful force that drives for positive change through philanthropy and purposeful initiatives.

**OUR PEOPLE:** 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 investment and foster sustainable investment solutions. Additionally, we aim to offer cutting-edge Advisory to navigate our clients in the ESG investment landscape.



The only way to continue our long history for generations to come is to provide value to our clients, our employees, and our society. In line with this, we are supporting our clients in investing according to their personal values and convictions.

**DR. PETER RASKIN, CEO & PARTNER**

## 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.

### WE SUCCESSFULLY REACHED:

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

100% of beverage-bottles recycled in a closed loop

~95% of paper from recycled sources

30% lower paper consumption since 2016

0% disposable tableware or cardboard cups

60% of electricity from renewable sources

Energy savings thanks to offices in low-energy-consumption buildings

100% of new lamps replaced with energy saving LED incl. motion detector



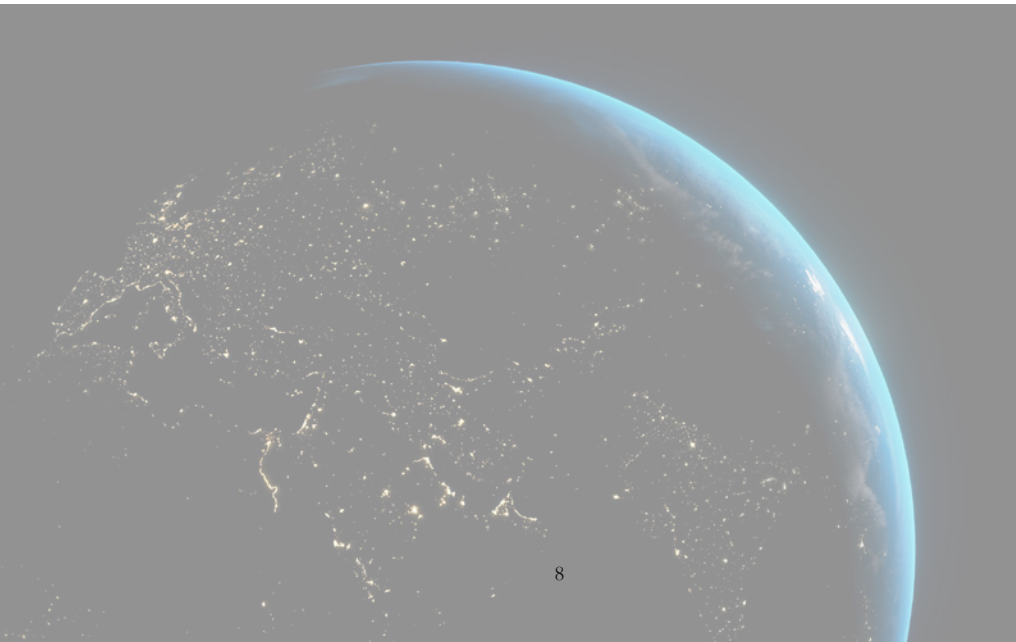
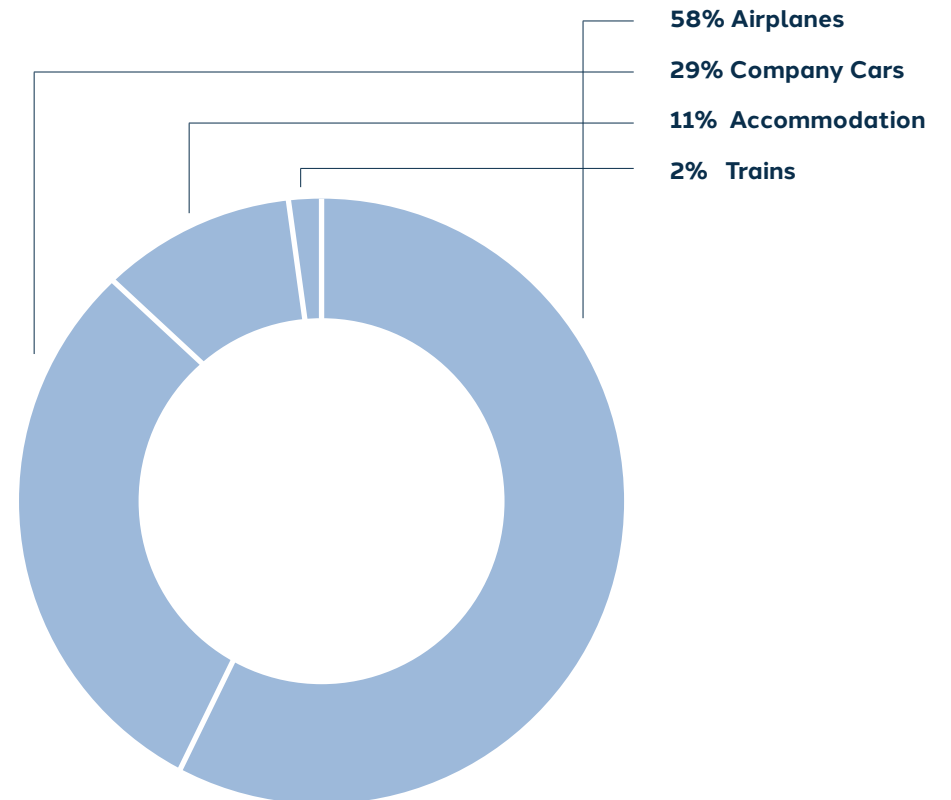
## CARBON

### OFF-SETTING OUR CARBON EMISSION AND STABILIZING OUR FOOTPRINT

In 2021, Bergos tracked its emissions and identified the most significant contributors: business travel and company cars. That year, 98 tons CO<sub>2</sub> were polluted. The emissions were 73% lower than the average before the Covid-19 pandemic due to travel restrictions.



This year, we compensate the emissions with Myclimate, contributing to projects in developing countries with clean energy and education for the local communities. For the coming year, Bergos plans to go a step further and acquire a Net Zero Certificate for its emission offsetting initiatives.





## OUR SOCIETY

We aim to be an impactful force that drives for positive change through philanthropy and purposeful initiatives.

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

### WHAT WE HAVE DONE SO FAR:

Approx. 284'000 CHF in Sponsoring and Donations between 2019 and 2021

Sponsored numerous associations such as St.Gallen Symposium and Asia Society

Supported disadvantaged children with RIGHT TO PLAY and TAKI MUNDO

In 2020, we initiated our own program to support young artists named Artists in Residence (AIR), which has fostered already 3 young talents

Donated for arts and culture with ongoing support for Opernhaus Zürich and other organisations



## CHRISTMAS DONATION

A survey among our employees showed the wish to support the vulnerable and those particularly exposed to the consequences of the Covid-19 pandemic. As a result the orphanage donation project was launched fully funded by employees contribution. Employees fulfilled the wishes of children in an orphanage in the surroundings of Zurich by sending them their desired Christmas gifts and additionally helped finance the holiday cheer of the small community with donations.

The orphanage had suffered from delay in public financial support during the time of lockdowns in Switzerland that required home schooling, availability of a laptop per child as well as more space to ensure distancing.

The collaboration with the orphanage will continue as the result was very successful for the children, the direction of the orphanage and us Bergosians.

## OUR PEOPLE

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

Because at Bergos our employees are the foundation of our actions, we aim to provide an inspiring and entrepreneurial environment to help them thrive.

### AT BERGOS WE VALUE:

#### 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.

#### 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.



## EMPLOYEE INITIATIVES

To enable our employees we have implemented several initiatives in 2021 to contribute to an empowering workplace.

### WHAT WE HAVE ACHIEVED IN 2021:

#### MEANINGFUL CAREERS

Empowered our employees and give their recognition based on their contribution instead of contingents. As a result we have promoted ca. 10% of our full-time employees in 2022 for their excellent work in 2021.

#### EQUAL OPPORTUNITIES

##### Culture

- Launched cultural enrichment program which helped to define our core values and train our managers to enable their team members. This initiative aids information congruency among all employees, connects them equally to our core values and vision.

##### Gender equality and diversity

- Received certification as an Equal Pay Employer
- 42% women among our full-time equivalents

##### Work-life balance

- Increased the holidays from 5 to 6 weeks of vacation for every employee with our flex-model
- Improved Work-Life Balance with the flexibility offered by our Home Office offering

#### LIFE-LONG LEARNING

Knowledge exchange enabled amongst all levels in the company with Lunch & Learn Fridays and a broad e-learning library.

## OUR OFFERING

We aim to increase the share of responsible investment and foster sustainable investment solutions. Additionally, we aim to offer cutting edge advisory to navigate our clients in the ESG investment landscape.

At Bergos, we want to incorporate ESG into our entire investment process and moreover develop products and advisory services actively promoting an ESG impact.

### WE ALREADY 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.

...ESG Discretionary mandate solutions, where the client's assets are managed through the Bergos investment specialist. Our "Bergos ESG" mandate applies selected ESG criteria and is based on our ESG funds selection. Furthermore, the ESG offering benefits from our in-house capital market view.

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



## OUR FUTURE OFFERING

### INTEGRATION OF ESG CRITERIA IN THE ENTIRE OFFERING

We have created our own Bergos ESG framework which allows us to evaluate the ESG quality of an investment. ESG aspects are continuously integrated in the investment process.

### BERGOS ESG SCORE

Our assets will be evaluated with an ESG Score from 0-10, helping us to manage the ESG quality of the investments. In the future, the score will be available on a single investment as well as a portfolio level.

The Bergos ESG-score is based on data from MSCI and other sources evaluated by our investment experts. They will consider different quantitative and qualitative factors depending on the asset class and industry.

FOR A PERSONAL CONSULTATION  
REACH OUT TO

**RESPONSIBILITY@BERGOS.CH**

OR YOUR PERSONAL CLIENT ADVISOR



## OUR TARGETS

In 2022, we intend to undertake several initiatives to further our commitment to ESG. We will track these initiatives, and add new ones, annually.

### ENVIRONMENT

Build an e-charging station  
Offset the CO2 Emissions to become carbon neutral  
Eco-initiatives to sensitize employees

Digitize processes in order to reduce the usage of paper  
100% of electricity from renewable sources  
Replace company pool cars with alternative fueling

### SOCIETY

Foster employee volunteering  
Contributing to social projects focused on the most vulnerable parts of society through the engagement of our employees

Offer philanthropy services to our clients to enable donation into their own associations

### EMPLOYEES

Foster gender equality with increased transparency on maternity leave and Women Networking Program  
Establish a mentoring program between employees and our management and shareholders to foster individual counselling and boost careers  
Conduct company wide employee satisfaction survey to identify potential

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

### PRODUCT

Integrate ESG Criteria in our entire investment universe  
Ensure all investment experts and relationship managers complete ESG basic training and ensure to have 10% of our experts certified in ESG relevant education  
Ensure implementation of ESG Preference in advisory consultation in accordance with MIFID II

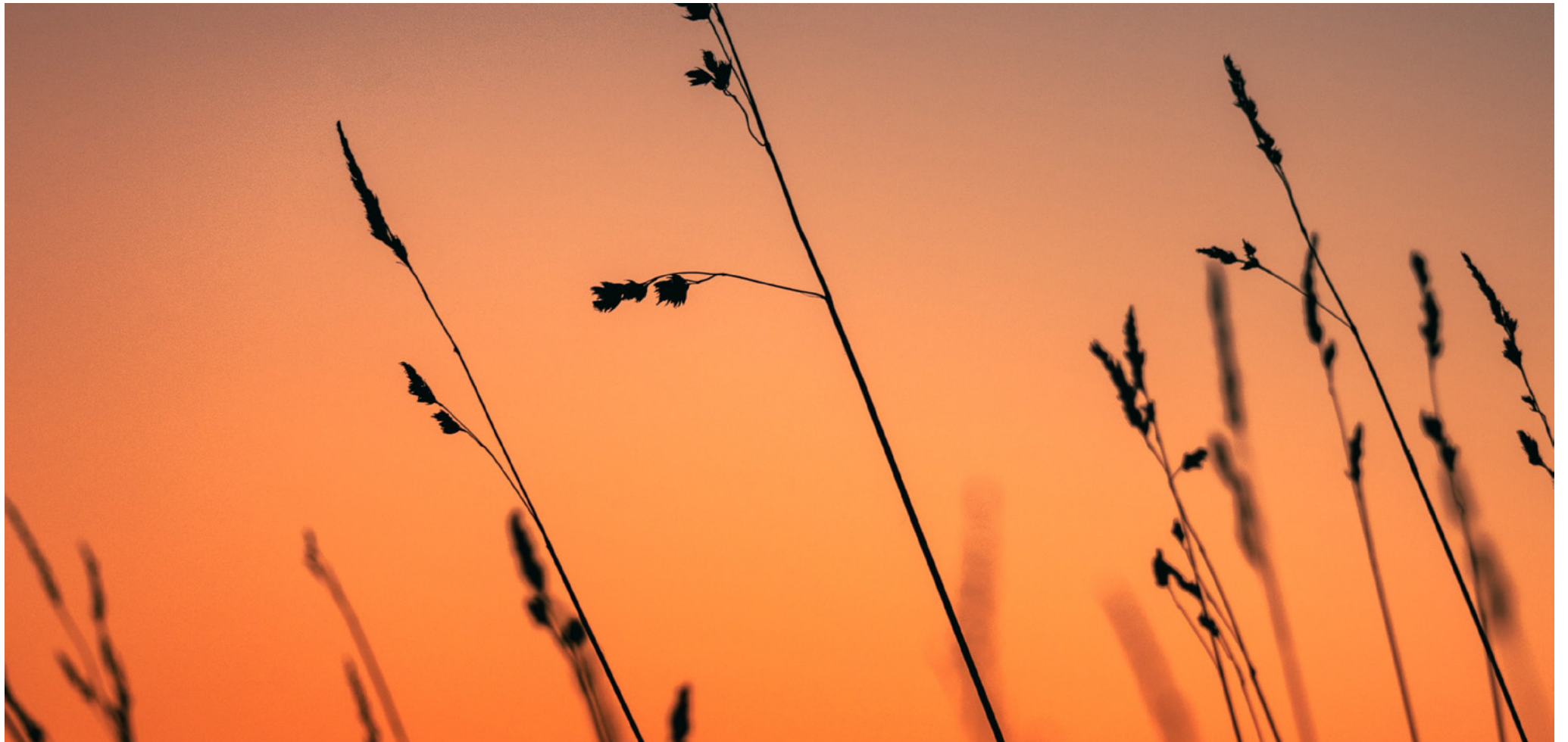
Excel in ESG advisory service by integrating client feedback in our process  
Ensuring all our ESG client advisors and investment experts are trained in ESG

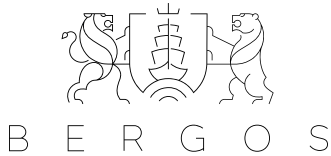
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**2022**

**2023-2025**

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OUR PLANET HAS TO BE AT  
THE CENTER OF OUR ATTENTION**





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