

Vontobel

Chapter of the Annual Report

2022

Corporate Responsibility & Sustainability




About the cover:

Surface, 2015 – The image on the cover of this year's Sustainability Report shows the work of the South Korean artist Dongkyun Vak (*1992), winner of the third edition of **A New Gaze**. This sponsorship prize awarded by Vontobel every two years is designed as a springboard to promote the work of talented young photographers. A New Gaze supports the next generation of international artists in implementing a project idea – from the conception phase through to an exhibition together with a publication. The project "**Heatwave**" created by Dongkyun Vak focused on the topic "Responsibility in the Anthropocene age". In **Heatwave**, Dongkyun Vak explores the tension between nature and culture, man and technology in the Anthropocene: Rather than documenting the destruction of our planet through photographs, his images highlight its "symptoms". **Surface** is a close-up of a so-called "tetrapod". These concrete structures are used in Asia in particular to defend the coastline by reducing the impact of the waves and thus protecting humans from natural disasters, which are becoming more frequent due to climate change. Conversely, cement production is reputed to be one of the largest drivers of climate change. Vak's images thus illustrate the paradoxical relationship between cause and effect, with the artist placing the importance of technology for this historical turning point at the center of his work.

The exhibition **Heatwave** was displayed at our headquarters in Zurich from May to September 2022 and was open to the public.

<https://anewgaze.vontobel.com>

Surface, 2015, Archival pigment print, 80 x 54 cm, Dongkyun Vak

 Vontobel uses only recycled paper for printing. It takes about 1.5 times less energy and 2.5 times less water to produce recycled paper than it does to produce paper from fresh fiber. Recycled paper also cuts greenhouse gas emissions by more than 20%. We offset the remaining emissions with various CO₂ projects around the world.

Further information:
vontobel.com/sustainability

COMMENTS ON THE FIGURES

The amounts shown in the numerical part of the report are rounded. The figures presented may therefore not add up precisely to the totals provided in the tables and text. Percentages and percent changes are calculated based on rounded figures displayed in the tables and text and may not precisely reflect the percentages and percent changes that would be derived from figures that are not rounded. A blank field indicates that the corresponding position does not contain a value. 0.0 means that the corresponding position contains a value that amounts to 0.0 when rounded.

Corporate Responsibility & Sustainability

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* Page numbering is according to the
Vontobel Annual Report 2022

Foreword

2022 was a year of major political and economic challenges. The democratic states of Europe were severely impacted by the outbreak of war in a form that was no longer believed possible. The peace dividend that has brought widespread political stability and certainty in Europe since 1945 has now been exhausted. As a result of the conflict, western-oriented Europe is now confronted with economic and social challenges – some of them severe – especially in the areas of energy supply and energy security. Rising prices in the energy markets have driven inflation even higher, with the rate of inflation reaching double digits in some countries. Against the backdrop of political upheaval and the related economic and social challenges that have affected households, companies and entire economies, it is important to ensure that we continue to rigorously drive forward the transition to a more sustainable economy and society, which is a matter of existential importance for us.

As a global investment firm and a corporate citizen, we are committed to helping actively shape this transition to the best of our capabilities and reach. We want to contribute to the realization of the UN Sustainable Development Goals (SDGs) and we are committed to supporting the Paris Agreement and its goal of limiting the rise in global temperatures to well below 2°C, with a target of 1.5°C.

To enable us to further sharpen the focus of Vontobel's sustainability efforts, the Board of Directors and the Executive Committee developed the Group's Sustainability Positioning, with our six Sustainability Commitments, and defined them as a strategic foundation from 2023 onwards. These Commitments set out how we want to achieve our own transition as a company towards net-zero, and how we want to empower our clients with the knowhow, advice and investment solutions they need to realize their sustainability ambitions. The Commitments also define how we want to offer our employees an inclusive working environment in which they can actively contribute to Vontobel's success.

In our Sustainability Report 2022, we strive to report transparently on our sustainability efforts and achievements, as well as on the road ahead as we work towards our goals.

We are guided by the conviction that our company can only achieve long-term success if we act in the interests of the communities around us and assume our environmental and social responsibilities. This has been our belief ever since Vontobel was founded in 1924.



Dr. Zeno Staub
Chief Executive Officer Vontobel

Our Sustainability Positioning

In 2022, the Board of Directors laid the strategic foundations for Vontobel's sustainability commitment from 2023 onwards. In collaboration with the Executive Committee, it defined the Group's Sustainability Positioning and six Sustainability Commitments. The Sustainability Commitments set out the key levers that we have as a global investment firm and as a corporate citizen to deliver on the promise we have made based on our Sustainability Positioning. The Board of Directors is informed regularly about the progress achieved in implementing the Sustainability Commitments.

We are working systematically across all our Client Units and Centers of Excellence to deliver on our six Sustainability Commitments and, in doing so, are helping drive the transition to a more sustainable economy and society. Thinking and acting sustainably is nothing new for Vontobel. A commitment to sustainability has been part of Vontobel's DNA ever since our company was founded in 1924.

Our Sustainability Positioning

“Sustainability has always been a focus for our owner families, now in their fourth generation.

As corporate citizens, we honor their commitment by contributing to the health of our local communities.

As a global investment firm, we empower investors with the necessary knowledge, tools and investment options to consider sustainability in the building of their better futures.

Through these efforts, we contribute to the UN's SDGs and aim for our impact to be proportionate to our reach.”

Our stakeholders

- Clients
- Shareholders
- Employees
- Regulators
- Community



Our six Sustainability Commitments



Achieve net-zero by 2030 in our banking book investments and operations.

By 2030, we aim to be net-zero¹ with our greenhouse gas emissions (GHG) in our operations and banking book investments. Additionally, we aim to be net-zero with our GHG emissions in our trading book bond investments by 2050.



Continue creating a great workplace where everyone can thrive.

Our work practices advance equality, diversity, and inclusion and foster a workplace environment where everyone has the opportunity to develop and reach their full potential. Mutual respect and openness, without discrimination, shape our culture.



Empower our stakeholders to challenge us through governance and transparency.

We see transparency as a key tool for empowering our clients to track how we deliver on our sustainability ambitions. And we see good governance (the “G” in ESG) as a key mechanism to ensure delivery of our ESG strategy, at both the product and corporate levels. We report on our sustainability-related performance using state-of-the-art reporting standards.

¹ Net-zero means achieving a balance between emissions and removals of GHGs from the atmosphere (ISO IWA 42:2022), Scope 1 - 3 in our own operations and Scope 1 - 2 in our banking book. Our commitment is aligned with the 2015 Paris Agreement goal to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels. We will step up our efforts to reduce emissions and will neutralize residual emissions at the net-zero target year and any GHG emissions thereafter.



Advise our private clients on the benefits, opportunities and risks of ESG investments.

We advise our private clients on the risk/return characteristics of ESG investments to help them build portfolios that meet their goals, and we want to offer them a comprehensive product shelf to choose from. This will entail the creation of sustainability profiles for clients, based on their investment needs, across different regions and jurisdictions.



Incorporate ESG consideration into active investment decisions.

We believe that ESG consideration is part of our fiduciary duty, requires investment team accountability, and demands transparency. For this reason, our investment teams subscribe to four ESG Investment Principles. This foundation enables us to offer a wide range of ESG solutions, in response to our clients’ desired investment objective(s), which can be any one, or a balance of, the following:

1. optimizing risk-adjusted performance through the consideration of financially material ESG issues;
2. mitigating negative environmental and social impact from investments; and
3. investing in companies that provide products and services that aim to actively and positively contribute to the UN Sustainable Development Goals (SDGs).



Be an active member of the local community.

Vontobel operates with the spirit of citizenship to foster quality of life in the places we live and work. We do this by providing jobs and enabling and encouraging our employees to play an active role in their local communities. Vontobel and the charitable Vontobel-Foundation have sponsored projects in the areas of social welfare, medical research, nature and culture since 1993.

Our SDG contribution

While sustainability may mean different things to different people, the SDGs have become a common denominator on how to address the economic, social and environmental dimensions of sustainable development.

In an historic vote on September 25, 2015, all United Nations member states ratified the Agenda 2030. At its heart are the 17 Sustainable Development Goals (SDGs) and their 169 targets. The SDGs represent an urgent call to action to tackle the global challenges we face, including climate change and inequality, as well as the need for peace and justice. The SDGs also provide an opportunity to develop and implement business-led solutions and technologies to address the world’s biggest sustainable development challenges.

While the SDGs have been agreed by governments, all stakeholders – including governments, civil society, the world of academia, the private sector, and others – need to contribute to the realization of the new Agenda. This is precisely what Vontobel’s stakeholders expect from us too.

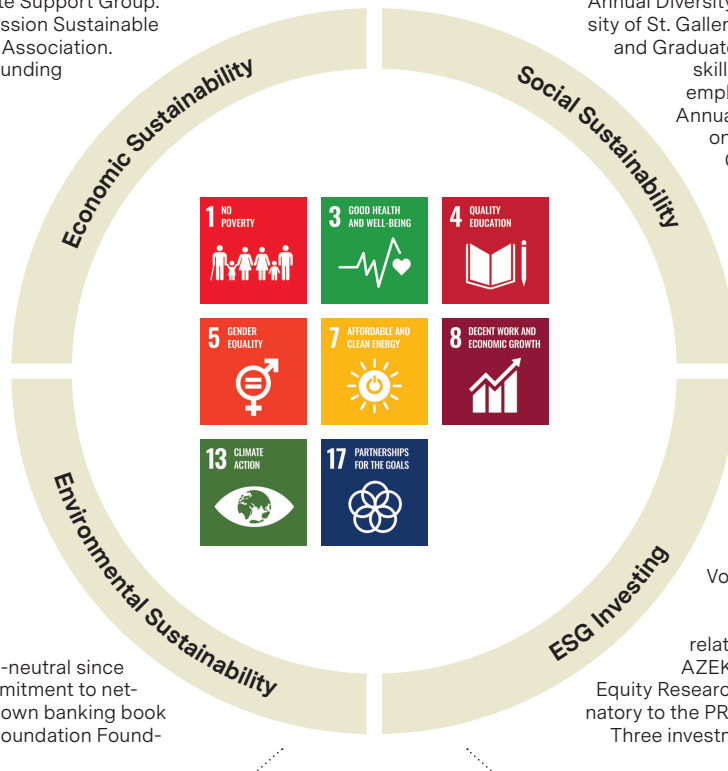
We believe that the main contribution we can make is to Sustainability Goals 4, 5, 13 and 17, and to a lesser extent Goals 1, 3, 7 and 8.

Economic Sustainability

Member of the ICRC Corporate Support Group.
Member of the Expert Commission Sustainable Finance of the Swiss Banking Association.
Swiss Sustainable Finance Founding member.

Social Sustainability

Annual Diversity benchmarking with the University of St. Gallen and Advance. Apprenticeships and Graduate Training Program. Professional skills development curriculum for all employees. Extended parental leave. Annual Vontobel Fundraising Initiative on behalf of the ICRC. Donation of CHF 1 million in 2022 to support people in Ukraine.



Operations have been carbon-neutral since 2009 (Scope 1, 2 and 3). Commitment to net-zero by 2030 (operations and own banking book investments). Swiss Climate Foundation Founding member.

Vontobel’s first sustainable investment solutions launched in the 1990s. ESG certification for relationship managers together with AZEK/CFA. ESG integration in Swiss Equity Research and Investment Advisory. Signatory to the PRI and the UK Stewardship Code. Three investment strategies with measurable impact on the SDGs.

Environmental Sustainability

ESG Investing

ESG Investing

Product portfolio

3-3 Management of material topics

For generations, Vontobel has acted and invested for the long-term. As an active investment firm, the integration of environmental, social and governance (ESG) factors into our product and service offering is a key part of our sustainability strategy. We incorporate ESG criteria into investment decisions to empower our clients to reach their financial goals, while also building a better future.

Investment solutions that incorporate ESG criteria

As a pioneer in this field, we have been offering our clients a range of investment solutions that incorporate ESG criteria since the 1990s. We focus on active asset management based on a multi-boutique model with independent centers of competence, highly specialized investment teams and dedicated ESG analysts.

Our investment teams subscribe to four common ESG Investment Principles because we believe that ESG consideration is part of our fiduciary duty, requires investment team accountability, and demands transparency. The implementation of these principles will be measured from 2023 onwards, using selected key performance indicators (KPIs).

This foundation enables us to offer a wide range of investment solutions, in response to our clients' desired investment objectives, which may be any one, or a balance of, the following:

- Optimizing risk-adjusted performance through the consideration of financially material ESG issues.
- Mitigating negative environmental and social impact from investments.
- Investing in companies providing products and services that aim to actively and positively contribute to the UN Sustainable Development Goals (SDGs).

— Our ESG Investment Principles

1. We incorporate ESG considerations into our investment processes to enable our clients to better achieve their investment objectives.

Vontobel offers a wide range of ESG solutions. To ensure transparency and comparability, we have grouped all our investment solutions that integrate ESG criteria into three categories¹:

¹ Since Vontobel is a globally active financial expert, not all of our products fall within the scope of the European regulation SFDR. At present, there is no uniform internationally recognized framework for financial products that integrate ESG criteria. In the case of investment solutions that are not subject to SFDR, the classification has been applied mutatis mutandis. SFDR stands for Sustainability Related Financial Disclosures Regulation, namely Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27

1. “Integrated ESG Risks” (SFDR Article 6): Exclusion of controversial weapons and consideration of sustainability risks.
2. “Promote ESG” (SFDR Article 8): In addition to the integration of sustainability risks, these products consider material ESG factors and certain negative impacts on society and the environment during the investment process. Furthermore, subject to asset owners' consent and operational feasibility, voting and engagement are aligned with the ESG strategy, and ESG reporting is available.
3. “Sustainable” (SFDR Article 8 or 9): In addition to the criteria applied to the “Promote ESG” category, these products further apply exclusions of certain sectors and industries. Certain products invest in companies that contribute to the realization of environmental and/or social objectives. These companies play a positive role in the sustainable development of the economy and society and capture opportunities arising from this transition.

We currently manage more than 20 distinct strategies that integrate ESG criteria.

In 2022, we further developed our ESG product range. The investment processes of some funds were amended to meet SFDR Article 8 requirements under the EU framework. The “Promote ESG” category has been developed in this context. In 2023, we plan to revise our product categories and product classification based on anticipated regulatory changes, particularly in the EU.

See the graph “Investment solutions that incorporate ESG criteria” on page 95.

2. As active managers, we leverage the tools of engagement and voting.

Vontobel is a committed active owner and we incorporate ESG issues into our ownership policies and practices. Vontobel Asset Management has had voting and engagement policies in place since 2019.

We are convinced that voting and engagement can have a positive influence on companies, economies, societies, and the environment.

November 2019 on sustainability related disclosures in the financial services sector. SFDR is not a labelling regime, but a disclosure regime. Accordingly, SFDR-article-products are not quality labels for sustainability and investors shall not take the mere presence of an SFDR-article-product disclosure as an indication of sustainability or quality label for sustainability per se.

FS10 Portfolio-based engagement on social or environmental issues

Each year, Vontobel publishes a Voting and Engagement Report (www.vontobel.com/voting), which provides examples of engagement. The report for 2022 will be published in mid-2023.

In 2021, we submitted votes at 1,777 Annual General Meetings and engaged with 124 companies. In addition, we have expanded our voting and engagement coverage through our new partnership with reo, a proxy voting services company with a track record of over 20 years.

3. Our investment teams are accountable for the application of our ESG Investment Principles.

In addition to central ESG resources, dedicated ESG analysts are fully embedded in many of the investment teams, with their work being integrated into the investment process. By embedding our ESG analysts in each investment boutique our clients benefit from deep expertise in specific asset classes.

Furthermore, an ESG center advises investment teams on the latest regulatory, market and product developments. In total, more than 17 employees work on ESG strategies.

The implementation of the ESG Investment Principles will be measured from 2023 onwards for each of our investment boutiques and will be part of the annual performance review.

4. We are committed to transparency through disciplined disclosure, reporting and dialogue with all our stakeholders.

Our goal is to provide relevant information to our clients, to explain how we are investing on their behalf. We report regularly on Vontobel's ESG activities through our:

- Corporate Responsibility & Sustainability Report
- ESG Integration and Stewardship Report
- Voting and Engagement Report

The reports are available at: am.vontobel.com/esg-investing.

In recent years, we further developed specialized reporting at product level such as:

- ESG data included in factsheets and standard presentations
- Impact reports for listed impact strategies
- Individual reports for clients.

Engaging in a dialogue with our clients and stakeholders is a central part of our commitment, reflected in client sur-

veys such as “ESG: Breaking through the barriers” or our “ESG knowledge barometer”.

In 2022, Vontobel entered into an advisory partnership with the Financial Times Moral Money Forum and is participating in the FT Moral Money Forum's Advisory Board for 18 months. The FT Moral Money Forum examines important issues in the ESG debate and highlights the macro and philosophical questions involved, as well as exploring and presenting different solutions being developed by participating organizations. Through the advisory partnership, Vontobel has two seats on the Advisory Board, and we are thus helping to shape the topics covered in the Moral Money reports in 2023.

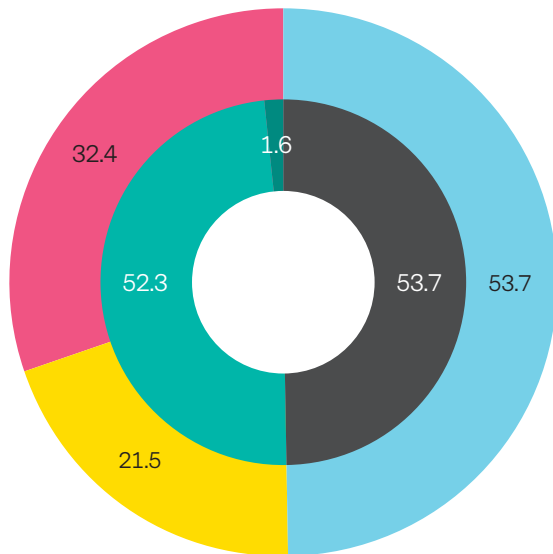
FS6 Percentage of the portfolio for business lines by specific region, size and by sector

See pages 21 and 217–219.

FS11 Percentage of assets subject to positive and negative environmental or social screening

At December 31, 2022, Vontobel had a total of CHF 107.6 billion of assets under management invested into solutions that incorporate ESG criteria (excludes Structured Investments). Due to rapid regulatory developments, categorization of Vontobel products has changed significantly and figures 2022 are comparable to previous years only to a limited extent. We excluded non-discretionary mandates and Actively Managed Certificates (AMCs) from the 2022 figures. Without these products, total investments solutions that incorporate ESG criteria would be CHF 141.6 billion in 2021 (58.1% of AUM), and CHF 126.2 billion in 2020 (57.4% of AUM).

☑ Investment solutions that incorporate ESG criteria¹
IN B CHF



Vontobel Categories

- Integrated ESG Risks
- Promote ESG
- Sustainable

SFDR Categories^{2,3}

- Article 6 (Consider ESG risks)⁴
- Article 8 (Promote ESG characteristics)
- Article 9 (Sustainable investment objective)

IN B CHF	2022	2021	2020
Sustainable	32.4	36.4	30.4
Promote ESG ⁵	21.5	-	-
Integrated ESG Risks	53.7	107.6	95.9
Total	107.6	144.0	126.3
IN % OF AUM⁶			
Sustainable	15.9	14.9	13.8
Promote ESG	10.5	-	-
Integrated ESG Risks	26.3	44.2	43.7
Total	52.6	59.1	57.5

1 Excludes Structured Investments

2 To ensure transparency and comparability, we have classified all of our investment solutions that integrate ESG criteria according to the SFDR. In the case of investment solutions that are not subject to SFDR, the classification has been applied mutatis mutandis. The change in AuM for the different SFDR categories in 2022 is partly due to a reclassification of products from Article 6 to Article 8.

3 SFDR is not a labelling regime, but a disclosure regime. Accordingly, SFDR-article-products are not quality labels for sustainability and investors shall not take the mere presence of an SFDR-article-product disclosure as an indication of sustainability or quality label for sustainability per se.

4 Article 6 of the SFDR relates to products that disclose if and how ESG risks are taken into account. For all of the investment solutions considered here, the continuous monitoring of ESG risks forms part of the risk management process. This chart only shows those products covered by Article 6 of the SFDR that take account of ESG criteria.

5 In 2022, we further developed our ESG product range. The investment processes of some funds were amended and formalized to meet SFDR Article 8 requirements under the EU framework. The "Promote ESG" category has been developed in this context. As a result of these changes, some products in the "Integrated ESG Risks" category have been reclassified to the "Promote ESG" category, among others.

6 Assets under management, see page 11.

— Structured Investments

For many years, Vontobel has ranked as one of the leading issuers with its structured solutions in Switzerland and the European Economic Area.

We believe that structured products are important components of a diversified financial investment. However, these products are not directly covered by the scope of application of the relevant European legislation related to sustainability aspects of financial products. If investors express certain sustainability preferences, the largest possible number of different products should be available to meet those individual preferences.

We basically look at two different levels of criteria when considering the specific sustainability features of a structured product: Criteria at the level of the issuer, or the company that the issuer belongs to, and criteria at the level of the underlying.

The classification of structured products and the identification of the sustainability features of a specific product is performed on the basis of Vontobel's ESG product and transparency standards. For example, in addition to applying a dedicated ESG strategy to the selection of potential underlyings and taking account of exclusion criteria at the level of the underlying, the only products that can be classified as products with sustainability features are investment products – not leverage products. Investment products that profit from a downward movement of the relevant underlying are also excluded from being classified as a structured product with sustainability features.

When selecting the underlying, Vontobel follows an ESG strategy that takes into account certain qualitative requirements (such as minimum exclusions) as well as other criteria (such as in-house research insights). Within the framework of the ESG strategy, the results of the respective Vontobel investment team as well as external data suppliers serve as the data source.

The respective Vontobel Competence Center conducts sustainability research for internal investment teams and external clients. Company- and country-specific ESG assessments are prepared based on an in-house analytical approach. The valuation model used takes into account a broad range of ESG indicators. It is based on a modified best-in-class approach: In each sector, those issuers that meet sector-specific ESG criteria (and are at least above average relative to other issuers) are eligible for investment. Stricter requirements apply in sectors with a major impact on the environment and society. For a core universe of issuers, a detailed analysis is also carried out by the ESG analyst team; that analysis also includes primary information from the respective companies and from publicly accessible sources. Externally sourced data is always subjected to a plausibility check. A plausibility check is also important due to the current lack of uniform requirements with regard to ESG ratings.

Interested investors can view structured products with sustainability features on our online product platform “derinet” by applying a filter when using the product search function. Our clients also have the option of structuring individual products with sustainability features. In addition, we offer structured solutions that focus on sustainability themes.

— Investment advisory

In the area of investment advisory, we support our private clients when investing in equities, fixed income or collective investments that are in line with Vontobel’s sustainability approach² and are covered by primary or secondary research providers, as well as our in-house fund research team.

To deliver sustainable investment advisory to our clients systematically and efficiently, all our relationship managers and investment advisors have access to internal and external ESG research and analysis. They can therefore screen the investment universe not only based on fundamental analysis but also by taking account of ESG assessments and any controversial activities in combination with the internal list of recommendations of sustainable and ESG investments.

Our research team for Swiss equities has fully integrated ESG criteria into its company valuations and thus supports advisory services by providing in-depth guidance on sustainability issues related to Swiss stocks.

Additionally, our IT systems incorporate ESG criteria in order to monitor client portfolios – allowing for systematic oversight of the portfolios and supporting active communication with clients and the provision of appropriate advice. The majority of our research analysts, relationship managers and investment advisors hold the AZEK certificate “ESG for Client Advisors” (ESG-CA), enhancing our in-house ESG expertise.

All of these measures enable us to construct sustainable portfolios more efficiently and systematically, and to offer our clients more in-depth advice about the sustainability of investments on an ongoing basis.

We guide our clients by providing sustainable investment ideas as well as a comprehensive holistic portfolio view that considers overall exposures to ESG risks and opportunities while remaining aligned with the Vontobel market outlook and the client’s risk profile.

With sustainable solutions, we offer our advisory clients the opportunity to align their investment decisions with their personal values and to participate in companies with solutions for a sustainable future, while reducing the ESG risks in their portfolios.

In the area of wealth planning, we offer our clients the opportunity to invest in pension solutions (Pillar 3a, vested benefits and management pensions) that focus on investments that combine the goals of capital preservation and capital growth with ethical, environmental and social aspects.

Training

In Wealth Management, knowledge of the topic of sustainability and ESG in the area of client advisory was expanded and embedded through the training of relationship managers and investment advisors, who completed the “ESG for Client Advisors” (ESG-CA) course run by AZEK in 2021 and 2022. This training course concludes with an examination that participants must pass to obtain the corresponding certificate, thus ensuring a high and consistent standard of training.

In 2022, targeted internal training was provided regarding the extension of MiFID regulations to include sustainability aspects from the start of August. New sustainable products in investment consulting were aligned with the regulations and systems were adapted accordingly, with all relationship managers being offered appropriate training.

45 employees completed the “Vontobel Curriculum”, the internal certification for relationship managers. This train-

² Sustainable Investing and Advisory Policy:
www.vontobel.com/legal/sfdr

ing course, which was developed specifically for Vontobel Wealth Management, consists of four days of classroom learning as well as around 25 hours of online training about topics such as finance, regulation and advisory capabilities. In 2022, the included training sequence about sustainable investing was expanded and fully updated in line with ongoing developments, thus ensuring that employees across the whole of Wealth Management have a full understanding of this topic.

Vontobel's focus on sustainability and the topic of sustainable investing was included in the regular training courses for new employees in Wealth Management (WM Entry Training) in 2022. This induction program, which runs for several days, provides new joiners with the best possible training to prepare them for their challenging roles. In the tailored training provided at the start of August for new employees in Vontobel Swiss Financial Advisers (SFA), the topic of sustainability represented an important component of the course.

At Vontobel, we believe that on-the-job learning is the most effective form of training. Through our setup and the resulting close and daily collaboration between ESG analysts and investment teams, we foster the continuous sharing of ESG knowhow. During research meetings, general developments in the area of ESG are discussed. Certain mandatory training integrates ESG-related topics. For example, we run regular sales training that addresses ESG strategies as well as general training on ESG topics.

Furthermore, our employees have access to leading service providers for data, research, and engagement, such as MSCI ESG, Sustainalytics and also brokers. This allows them not only to learn more about the companies they are analyzing, but also to access best-in-class studies and webinars about ESG. We also regularly invite external specialists from our ESG research providers to provide an outside view on relevant issues.

No investments in controversial weapons

All our investments have to fulfill certain minimum requirements. Cluster bombs and land mines are banned by international conventions. In 2011, Vontobel therefore approved firm-wide guidelines that prohibit investments in companies that manufacture these types of arms. Stringent processes ensure that no manufacturers of cluster bombs and land mines are included in our investment funds, discretionary mandates or investment recommendations.

Our guidelines on cluster bombs and land mines can be found here: www.vontobel.com/principles-policies.

Further information on ESG investing at Vontobel can be found at: www.vontobel.com/sustainable-investing.

Economic Sustainability

Economic Performance and Indirect Economic Impacts

3-3 Management of material topics

We live up to our corporate responsibility by pursuing a client-centric approach and a long-term growth strategy and by implementing solid capital and risk policies. By operating on this basis and in compliance with ethical business standards, we contribute to the economy.

Active participant in economic life

At Vontobel, we have a long tradition of social responsibility and of supporting communities. Our company is an integral part of the global economic system and we benefit from the excellent operating environment in our Swiss home market, with its high standards of education, good infrastructure and political stability. We therefore contribute to the welfare and the stability of the communities in which we work.

As an employer and taxpayer and as an active participant in economic life – e.g. in our role as a purchaser of goods and services and as an investor – we contribute to the creation of value at a regional level in the locations in which we operate. This includes the corporate taxes that we pay annually, as well as the payment of salaries and the provision of innovative and sustainable financial services for private and institutional clients. We also make a contribution through the efficient use of energy and resources, by serving communities, and by engaging in an active dialogue with the general public about the role of financial services providers. Promoting art and incorporating it into our everyday lives is also a part of our corporate culture (see page 103). Since 2004, our clients have been able to lend their support to a variety of projects focusing on social issues, culture, ecology, education or medicine through the Vontobel Charitable Foundation.

201-1 Direct economic value generated and distributed

Value creation decreased by around 23 percent compared to the previous year, while taxes paid fell by around 50 percent. The Board of Directors' confidence in Vontobel's strategy and its active capital management are demonstrated by the proposed dividend of CHF 3.00, unchanged from the previous year. Further information on the operating result is provided on page 128.

Economic value distributed

CHF M	2022	2021	2020
Value creation ¹	933.7	1,209.8	967.2
Taxes ²	44.4	90.3	68.9
Dividend for the fiscal year	168.0 ³	167.7	127.1

1 Income less general expense and depreciation of property, equipment (incl. software) and intangible assets

2 Includes income tax, tax on capital and other taxes and contributions

3 As per proposal submitted to the General Meeting

201-3 Defined benefit plan obligations and other retirement plans

Information on pension and other employee benefit plans and benefit pension liabilities is provided in the tables on pages 161 and 179.

203-1 Infrastructure investments and services supported

In 2022, the Vontobel Charitable Foundation contributed a total of around CHF 446,200 of donations and grants (2021: CHF 369,600). In the reporting year, the Charitable Foundation supported initiatives including a project launched by the Visio-Permacultura Stiftung, a foundation committed to sustainable plant and soil management. Permaculture is a concept based on the creation of sustainable and stable systems that are modelled around natural ecosystems and cycles. Permaculture fosters biodiversity and the local cultivation of organic produce, and it helps to protect drinking water and diversify revenue sources for farmers. Visio-Permacultura Stiftung supports Swiss farms in making the partial or full transition to permaculture. Further information is available at: visio-permacultura.ch.

In addition, Vontobel made donations totaling almost CHF 1,333,000 in the year under review. Of this sum, a significant amount was donated to the Swiss Climate Foundation and the International Committee of the Red Cross (ICRC). In 2022, the money collected through our annual Vontobel Fundraising Initiative was used to support the work of the ICRC, which is providing humanitarian aid to people affected by the war in Ukraine. In the first half of the year, the Board of Directors and the Executive Committee had already decided to make a donation of CHF 1 million to support the people of Ukraine.

Anti-corruption

3-3 Management of material topics

We operate our business with a focus on maintaining the satisfaction and trust of our clients, as well as on protecting and building the wealth they have entrusted to us. We always strive to pursue these goals in accordance with applicable laws, rules and regulations – especially when taking steps to combat terrorism and corruption.

Anti-corruption measures are an important part of our compliance system. Effective compliance forms the basis of our long-term success and is therefore a core aspect of our business. Vontobel implements comprehensive, state-of-the-art measures to ensure continuous compliance with laws and regulatory requirements. As part of our group-wide risk analysis, teams of specialists regularly assess all our areas of business using appropriate compliance processes to ensure they are legally compliant.

One of the main areas of focus of our risk analysis is the identification of risks arising from money laundering or terrorist financing. The aim is to avoid business relationships that are used for money laundering or terrorist financing. In addition, we have a special process in place to monitor our relationships with politically exposed persons (PEPs). Material issues are addressed during regular Legal & Compliance meetings, which are attended by representatives of the Executive Committee. In urgent cases, meetings are held on an ad hoc basis or decisions are reached by circular letter. Legal and Compliance produce half-yearly compliance reports for submission to the Executive Committee.

A key area of focus in adhering to our compliance requirements is the provision of employee training on relevant topics in the area of anti-corruption. All new employees have to attend an introductory compliance course that also addresses the subject of corruption. In addition, we periodically conduct specific classroom-based training courses in the Client Units. At departmental level, further training courses are offered to address the management of specific risks. These measures prevent breaches of internal and external rules and regulations. New employees are also issued with the Employee Handbook, which sets out specific guidelines and instructions, as well as the Code of Conduct. The most recent version of the Employee Handbook is available on the Intranet. All employees can access current and comprehensive policies at any time. They include the “Group policy on anti-corruption and the handling of gifts”, as well as the “Group policy on Conflicts of Interest”.

205-1 Operations assessed for risks related to corruption

Our group-wide risk management framework also addresses the topic of anti-corruption – especially money laundering and terrorist financing. It covered all of our locations globally in the reporting year.

205-2 Communication and training about anti-corruption policies and procedures

All Vontobel employees have to complete mandatory compliance training (with the exception of Corporate Real Estate, the Reception as well as external employees). The training covers topics such as money laundering and terrorist financing, market conduct rules, anti-corruption measures and the protection of personal data. VAMUS and TwentyFour Asset Management employees receive targeted training. New employees are automatically enrolled for training and have to complete compliance courses related specifically to their role or business area.

In addition to regular training courses, Vontobel employees are subject to specific directives setting out Vontobel's principles and guidelines. The values in the Code of Conduct are regularly addressed and are demonstrated from the top down.

205-3 Confirmed incidents of corruption and actions taken

There were no incidents of corruption involving employees at Vontobel in the year under review.

In the case of suspected breaches of legal or regulatory requirements, internal guidelines or ethical standards, a whistleblowing system is in place to allow employees to report these incidents anonymously. Four such reports were received in 2022 and were analyzed in detail. The reviews did not result in any material findings or substantiated grievances.

Environmental Sustainability

3-3 Management of material topics

Vontobel is committed to using processes that reduce the environmental impacts of our activities and help to protect the climate. For many years, we have engaged in various activities to protect the environment and are particularly focused on climate protection. Our stakeholders also expect this of us. The sparing use of resources, energy efficiency and the reduction of greenhouse gas emissions therefore have an important role to play in our operations. As a result of the more efficient use of resources, we are often able to generate an additional economic benefit in different areas.

Vontobel's Corporate Sustainability Committee was tasked to coordinate the implementation of the Group's Sustainability Positioning with the Client Units and Centers of Excellence. The business divisions and corporate entities are responsible for the operational implementation of measures relating to the environment and climate protection. In particular, the Facility Management, Procurement and Logistics units have an important role to play in this context.

Our Corporate Real Estate Strategy is linked to our Sustainability Strategy. When selecting and renovating office buildings, we systematically focus on environmentally friendly and energy-efficient measures to achieve energy savings. High energy standards and the good insulation of building envelopes are part of this approach. The use of energy-saving LED lighting is a standard feature of all our new and renovated office buildings. Wherever possible, we also install LED lighting in existing buildings in view of the massive reductions in electricity and maintenance costs that can be achieved. This form of lighting results in less waste requiring special disposal. Vontobel has been purchasing electricity from renewable sources for all of our locations globally since 2013 – either directly or otherwise indirectly through regional Guarantees of Origin. The indirect purchase of renewable energy in the form of regional Guarantees of Origin is the approach taken if it is not possible to directly purchase electricity from renewable sources. This is the case if, for example, Vontobel leases its offices in one location and cannot influence the electricity mix used in those premises. When purchasing Guarantees of Origin for renewable electricity, we comply with the requirements of the CDP and obtain them from the countries where the electricity consumption actually occurs. This drives the expansion of global capacity for the production of electricity from renewable sources.

Since 2021, all buildings on the Zurich Campus have been heated and cooled using heat pumps that operate on the

basis of geothermal probes or are fed with water from Lake Zurich.

Vontobel strives to conduct its own operations in accordance with high environmental and social standards and we therefore also expect our business partners to adhere to the principles of responsible business conduct. These aspects are incorporated into our tendering process and serve as a guide when awarding contracts. The relevant details are set out in Vontobel's "Guidelines for sustainable procurement". They address matters such as employment conditions, child labor and forced labor (modern slavery), environmental protection, and the prevention of corruption. These guidelines are available at: www.vontobel.com/principles-policies. Compliance with the guidelines is a prerequisite in order to work with Vontobel. As part of the supply management framework introduced in 2021, new partners have to provide information about their environmental and social standards. In addition, Vontobel makes use of an external rating platform to monitor the volume and relevance of sustainability risks related to its main suppliers.

Vontobel purchases a large quantity of products and services from external providers, including facility management services, IT infrastructure, and the design and production of printed materials, as well as catering and cleaning services. Wherever possible, we work with local suppliers to ensure that goods are transported over short distances. We are committed to building fair, long-term partnerships with our suppliers. For example, we have been sourcing fruit for our employees from a Swiss family business for many years, and all of our print orders in Switzerland are awarded to Swiss printing companies. A major proportion of the advertising and Christmas gifts used throughout the company are also purchased from Swiss providers.

In the reporting year, we continued the "One Two We" program introduced in our employee restaurant in 2013 and the "One Climate Menu" launched in connection with the program. The aim is to offer more meals that mainly use seasonal produce and include fewer products that are transported by air and less meat, while making increased use of different types of cereals as an alternative to rice – thus reducing the carbon footprint in the food chain. The permanent vegan buffet "Vegan Corner", which was introduced in 2020, has become popular with vegans and non-vegans alike. In 2021, the offering was expanded to include a selection of raw vegetables and fruit. The SV Group that operates the employee restaurant on behalf of Vontobel sends its chefs to Hiltl, the world's oldest vegetarian restaurant, for further training in this area.

Vontobel has been carbon-neutral for its Scope 1, Scope 2 and Scope 3 emissions from its operational activities since January 1, 2009. We base our carbon emission calculations on the GHG Protocol. In our scope 3 operations emissions we include energy-related emissions not included in Scope 1 or 2, business travel with external vehicles, commuting, food, paper, printing, mailings, waste, and water. Other Scope 3 emissions are not included. Each year, we offset the greenhouse gas emissions we produce, by purchasing CO₂ emissions certificates to support projects that save the equivalent volume of emissions. The Vontobel Corporate Sustainability Committee once again selected a climate neutrality project with a focus on forest conservation and the protection of biodiversity in 2022. The project runs under the Verified Carbon Standard (VCS). Detailed information about the project is available at: www.vontobel.com/environmental-sustainability.

As a founding member of the Swiss Climate Foundation, we donate a significant proportion of our refunded CO₂ levy to the Foundation, which then uses these funds to finance projects to improve the energy efficiency of small- and medium-sized companies. In the reporting year, they included innovative technologies to increase the use of wind power in Switzerland and a digital platform for the reuse of building components to support the construction industry's goal of helping these parts to enter the circular economy.

Materials¹

301-1 Materials used by weight or volume

301-2 Recycled input materials used

	2022	2021	2020
Materials (absolute)			
Water (drinking water, m ³)	21,006	22,369	29,053
Food (t)	86	86	111
Paper (t)	79	68	95
Proportion of recycled paper used	84%	94%	90%
Materials (per full-time position)²			
Water (drinking water, l/FTE)	9,637	10,787	14,403
Food (kg/FTE)	40	41	55
Paper (kg/FTE)	36	33	47

1 Figures are based on the period from October 1 in the previous year to September 30

2 Based on the number of employees as of 30.09.2022 in full-time equivalents

In the reporting year, the consumption of recorded resources and materials increased slightly again in some

cases. This was driven primarily by the – at least partial – return of many employees to Vontobel's offices after previously working from home.

However, we recorded a decrease in the proportion of recycled paper used due to difficulties in the supply of certain types of paper. The Covid-19 pandemic and later the Ukraine crisis, among other issues, led to shortages in the supply of key raw materials.

Water consumption data can only be compared to prior years to a limited extent: We receive invoices at different times, depending on the water supplier. It is not always possible to clearly determine the amount of water supplied.

Energy¹

302-1: Energy consumption within the organization

302-3: Energy intensity

302-4: Reduction of energy consumption

	☑ 2022	2021	2020
Energy (absolute)			
Total energy consumption (MWh) ²	12,321	11,902	10,991
Electricity consumption (MWh) ³	6,785	6,275	6,818
District heating/cooling usage (MWh)	3,390	3,103	993
Fuel consumption (MWh)	2,146	2,524	3,180
<i>from non-renewable sources (natural gas, heating oil, MWh)</i>	2,105	2,426	2,991
<i>from renewable sources (biogas, MWh)</i>	41	98	189
Energy (per full-time position)⁴			
Total energy consumption (kWh/FTE) ⁶	5,653	5,786	5,542

1 Figures are based on the period from October 1 in the previous year to September 30

2 no steam consumed or sold

3 incl. home office energy consumption

4 Based on the number of employees as of 30.09.2022 in full-time equivalents

While total energy consumption rose slightly in absolute terms in the reporting year, the proportion of greenhouse gases decreased. One new building in Zurich uses geothermal heating, as does the new office in Basel. Further, the Basel office has a photovoltaic system that is integrated into the façade and generates around 250,000 kWh of electricity each year, covering the building's baseline electricity requirements.

Mobility¹

In Switzerland, measures to prevent the spread of Covid-19 were lifted in April 2022, as were the travel restrictions that applied in most other countries. As a result, our business travel and commuting increased significantly again.

	2022	2021	2020
Travel (absolute)			
Business travel (1,000 km)	9,561	3,493	8,619
<i>of which business flights (1,000 km)</i>	<i>8,548</i>	<i>3,043</i>	<i>8,068</i>
Commuting (1,000 km)	14,347	12,005	18,036
Travel (per full-time position)²			
Business travel (km/FTE)	4,386	1,685	4,273
<i>of which business flights (km/FTE)</i>	<i>3,921</i>	<i>1,467</i>	<i>4,000</i>
Commuting (km/FTE)	6,582	5,789	8,941

1 Figures are based on the period from October 1 in the previous year to September 30

2 Based on the number of employees as of 30.09.2022 in full-time equivalents

Emissions¹

Due to the increase in travel following the lifting of most restrictions aimed at preventing the spread of Covid-19, business travel once again accounted for the largest part of our CO₂ footprint. As a result, total emissions and emission intensity increased once again.

In the reporting year, we recorded a further reduction in emissions from heating and cooling systems, which are the second-largest contributor to our CO₂ footprint. Heating was reduced and, in particular, we continued to make greater use of district heating and cooling as an energy source.

The method used to prepare a greenhouse gas balance sheet is aligned with the requirements set out in the International Organization for Standardization (ISO) standard 14064-1, as well as the accounting standards defined in the Greenhouse Gas Protocol. In addition to ISO 14064-1, the recommendations set out in the GHG Protocol Corporate Standard issued by the WRI and WBCSD were taken into account.

It is essential to have a solid set of data in order to develop and implement environmental and climate protection measures in a targeted and effective manner. In particular, the launch of a global platform for the booking of business travel made it significantly easier to record travel data for the different locations.

305-1 Direct (Scope 1) GHG emissions

305-2 Energy indirect (Scope 2) GHG emissions

305-3 Other indirect (Scope 3) GHG emissions

305-4 GHG emissions intensity

305-5 Reduction of GHG emissions

	2022	2021	2020
Emissions (absolute)			
Total greenhouse gas emissions (t CO ₂ e ²)	4,929	2,866	5,103
Greenhouse gas emissions scope 1 ³ (t CO ₂ e)	<input checked="" type="checkbox"/> 717	626	781
Greenhouse gas emissions scope 2 ⁴ (t CO ₂ e)	<input checked="" type="checkbox"/> 368	377	356
Greenhouse gas emissions scope 3 ⁵ (t CO ₂ e)	3,844	1,863	3,966
<i>of which business flights (t CO₂e)</i>	<i>2,985</i>	<i>1,103</i>	<i>2,927</i>
<i>of which commuting (t CO₂e)</i>	<i>253</i>	<i>236</i>	<i>413</i>
Emissions (per full-time position)⁶			
Total greenhouse gas emissions (kg CO ₂ e/FTE)	2,261	1,382	2,530
Greenhouse gas emissions scope 1&2 (kg CO ₂ e/FTE)	<input checked="" type="checkbox"/> 498	-	-
Greenhouse gas emissions scope 3 (kg CO ₂ e/FTE)	1,763	-	-
<i>of which business flights (kg CO₂e/FTE)</i>	<i>1,369</i>	<i>532</i>	<i>1,451</i>
<i>of which commuting (kg CO₂e/FTE)</i>	<i>116</i>	<i>114</i>	<i>205</i>

1 Figures are based on the period from October 1 in the previous year to September 30. The emissions factors used were compiled using various sources, including Ecoinvent, IPCC, mobitool, Defra, Messmer, Frischknecht, Treeze and BAFU/BFE. The Global Warming Protocol (GWP) is usually 100 years. The figures comprise all of the "Kyoto greenhouse gases" (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) and are therefore stated in CO₂e. Consolidation approach for emissions: Operational control. Where no invoices or measured data are available, we use projections with conservative assumptions.

2 CO₂e or CO₂ equivalent: Each greenhouse gas can be converted to carbon dioxide (CO₂) in terms of its greenhouse effect

3 Scope 1 comprises emissions from heating (natural gas, biogas and heating oil), refrigerant leakage as well as business travel (vehicles owned by the company)

4 We calculate our Scope 2 emissions according to the market-based approach, which takes account of electricity purchased individually by Vontobel (e.g. electricity from renewables) in locations in which information is available about the energy mix purchased

5 We base our carbon emission calculations on the GHG Protocol. In our scope 3 operations emissions we include energy-related emissions not included in Scope 1 or 2, business travel with external vehicles, commuting, food, paper, printing, mailings, waste, and water. Other Scope 3 emissions are not included

6 Based on the number of employees as of 30.09.2022 in full-time equivalents

Social Sustainability

Social sustainability of companies is an essential prerequisite for the quality of life of the societies in which they operate. At Vontobel, social sustainability not only encompasses our responsibility as an employer but also our comprehensive commitments to serving communities. www.vontobel.com/serving-communities

Vontobel Fundraising Initiative

Vontobel has been a member of the International Committee of the Red Cross' (ICRC) Corporate Support Group since 2005. In the context of this partnership, we have carried out the Vontobel Fundraising Initiative since 2015. The money raised through this internal campaign is used to support the work of the ICRC. Vontobel always doubles the amount donated by employees.

Support for contemporary photography

Promoting art has also long been a part of our corporate culture. We firmly believe that art and culture are important, or even essential, components of a functioning society, and that many creative approaches – both practical and theoretical – can be developed and tested when producing artworks. We want to support these creative processes. Art ultimately gives us a new perspective as observers, challenging or simply captivating us. Works of art enrich our daily life, foster a dialogue that is unconnected to our daily working routine and enable us to see life from a different angle. By exhibiting collections of artwork, we want to create an inspiring environment that generates lasting value for our employees and clients. We are particularly interested in the medium of photography, which gives a clear, modern and future-oriented direction to both the collection and to the sponsorship award "A New Gaze" that was established in 2017 for young contemporary photographers. www.vontobel.com/art

Employment

3-3 Management of material topics

The skills and expertise of our employees are vital to Vontobel's long-term success. We are aware of the competition that exists for skilled employees. As a globally active investment firm, Vontobel has to compete with major players and increasingly also with small new companies in our industry, both in our Swiss home market and internationally. We therefore want to offer our employees attractive employment conditions.

Corporate Human Resources, which reports to the Executive Committee, is responsible for positioning Vontobel as an attractive employer.

In Switzerland, the Employee Handbook contains comprehensive information about employment conditions, social security benefits, training, compliance regulations and security guidelines. It applies to all permanent employees and is supplemented by other regulations. Locations outside Switzerland have their own employee handbooks, which take account of country-specific requirements. The latest versions of these documents are always available on the Intranet.

As a future-oriented employer, Vontobel offers employees extensive benefits:

- Holiday entitlement that exceeds the statutory requirement: Since 2016, our employees in Switzerland have had the option of purchasing a maximum of 10 individual days of holiday in addition to their normal holiday entitlement.
- Employees can join collective agreements offered by health insurers at reduced rates together with their spouse or registered partner and their children.
- We offer an attractive share participation plan, mortgage products and attractive pension products at preferential rates.
- In the case of both maternity and paternity leave, the benefits that Vontobel grants to working parents go beyond the statutory minimum requirements: Employees in Switzerland are granted six months of maternity leave or four weeks of paternity leave on full pay. Depending on their personal needs, this period of leave can be taken on a fixed or flexible basis. This benefit is granted irrespective of their number of years of service.
- For a number of years, we have been a member of kcc group (globegarden), an organization that offers families complete childcare solutions.
- In Zurich, we offer lunches to employees free of charge in our staff restaurant.
- Wherever possible from an operational perspective, Vontobel endeavors to meet requests for part-time working arrangements from employees, including members of middle management.

The benefits offered by the company may differ depending on the location, country or contractual basis.

Vontobel actively shapes the future and fosters a feedback culture. We carry out a firm-wide employee survey every three years. The purpose of this global survey is to evaluate where the organization as a whole can improve and

where we are already performing well. Our collaboration with an external partner enables us to produce an industry comparison as well as benchmarking with other high-performing organizations. The last employee survey was conducted in 2021. Overall, our results far exceed the industry benchmark. Collaboration, leadership, image and competitive position are the key factors driving our sustainability commitments, and 93 percent of our employees are proud to work for Vontobel. Since the survey in 2018, we have recorded a significant improvement in the category “Diversity and Inclusion”, as well as positive trends in the categories “Line Management”, “Image” and “Communication”.

To intensify informal discussions and feedback within small groups across departmental and hierarchical boundaries, we organize regular Skip Level Sessions (online and international) with senior management, which attract a very positive response from our employees. The Skip Level Sessions also give employees the opportunity to engage in an open dialogue and to ask questions about a range of topics, such as strategy and culture.

The Vontobel Graduate Trainee Program (GTP) has been promoting the successful integration of young talents within our organization since 2011. In October 2021, the largest group of trainees to date embarked on the program, which was extended to all areas of our business for the first time. We now run the GTP, which is in its tenth year, in all our international locations.

A new group of graduates joined the company in 2022 and we expect to welcome the next new entrants in fall 2023. Our goal is to attract the most diverse group of candidates possible for our program. In 2021 and 2022, for example, almost half of the graduates we attracted were women. The GTP includes a development plan, with different networking and development opportunities

401-1 New employee hires and employee turnover

Compared to the previous year, the number of employees increased (see also GRI Disclosure 2-7: Employees, page 113). The acquisition of UBS Swiss Financial Advisers AG (SFA), which closed in summer 2022, contributed to this.

New employee hires¹

	☑ 2022		NUMBER	2021 IN %	NUMBER	2020 IN %
	NUMBER	IN %				
by gender						
Women	84	39	107	39	71	29
Men	133	61	170	61	171	71
by age group						
Under 30 years old	35	16	81	29	60	25
30–50 years old	165	76	175	63	150	62
Over 50 years old	17	8	21	8	32	13
by region						
Switzerland	177	82	-	-	-	-
Abroad	40	18	-	-	-	-
Total	217	100	277	100	242	100

1 GRI Disclosure 401-1

Employee turnover^{1,2}

	2022		2021	2020
	LEAVERS	TURNOVER ³ IN %		
by gender				
Women	74	10.5	-	-
Men	146	9.5	-	-
by age group				
Under 30 years old	34	12.0	-	-
30–50 years old	129	9.5	-	-
Over 50 years old	57	9.6	-	-
by region				
Switzerland	179	9.9	-	-
Abroad	41	9.8	-	-
Total	220	9.8	10.7	11.1

1 Employee turnover: employees who leave the organization voluntarily or due to dismissal, retirement, or death in service

2 GRI Disclosure 401-1

3 Turnover rate: Leavers / ((permanent employees at the beginning of the year) + (permanent employees at the end of the year) / 2)

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

In principle, part-time employees receive the same benefits as full-time employees. Different benefits apply in the case of temporary employees or staff who are available on an “on call” basis.

Employees with permanent contracts in Switzerland have the option of purchasing a maximum of 10 vacation days per calendar year in addition to their existing vacation entitlement. Around 8 percent (previous year: 7 percent) of eligible employees have made use of this option.

Training and Education

3-3 Management of material topics

Vontobel’s ability to achieve its business goals depends to a significant extent on the skills and motivation of our people. Employees have high expectations regarding the provision of training and development opportunities within a company. Moreover, life-long learning is growing increasingly important.

To remain attractive as an employer, meet the increasing demands of our clients, and reinforce workplace engagement, we offer targeted training and development opportunities. Our development curriculum covers an exciting range of topics, and caters for different skills and learning needs to address the requirements of leaders, managers and all employees.

Most of our training continues to be carried out virtually to ensure it is accessible to all employees worldwide.

All new employees begin by completing our onboarding program. New joiners worldwide can now connect to our systems and meet other colleagues during the live and virtual onboarding sessions. They all have access to the internal platform “Getting started” that offers comprehensive information to ensure that their career at Vontobel gets off to a smooth start.

During the onboarding phase, new joiners also have the opportunity to take part in a Q&A and networking session with our CEO.

In 2021, we introduced and continue to offer a professional skills development curriculum for all employees. Vontobel invests in learning resources that are specific to different Client Units and supports external training where appropriate for employees around the globe. These courses mainly involve business-specific qualifications such as the Master in Banking and Finance, Bachelor or Master in Business Administration, CFA or CIIA.

Employees have access to the online learning platform Degreed, which offers self-directed online learning resources from LinkedIn Learning and Udemy. In 2022, we also ran a proof of concept with over 500 managers offering them access to high quality digital content, including articles, podcasts and videos on strategic challenges facing the organization.

To assess the quality of our programs, we ask participants to complete a survey about the content and design

of courses, as well as their relevance to their role. We then evaluate the quantitative and qualitative responses to the survey. This feedback enables us to make comparisons with training and development activities from previous years, as well as with industry benchmarks. It also allows us to make immediate improvements to the design and delivery of training courses and helps us decide on future collaboration with vendor partners.

We consider it important for employees to take responsibility for their own development. We are therefore continuing to invest in our “myPerformance Development” process. Setting clear goals and managing performance are key responsibilities for managers and employees to ensure a clear focus and alignment regarding the achievement of our targets.

Vontobel’s Performance Development process covers goal setting, ongoing and annual reviews and the provision of regular feedback. Employees can also draw up a personal development plan in consultation with their line manager focusing on their strengths, weaknesses and career goals. To reinforce our feedback culture, we encourage all employees to request and provide feedback via our HR systems throughout the year, during the ongoing and annual review process.

As a rapidly growing organization, we believe that the development of managers from within our own ranks is a priority to achieve our strategic objectives and drive our success. While leading a team is a privilege, it comes with responsibility. Our Leadership Development Framework is therefore designed to ensure that our managers have the necessary skills and confidence to effectively meet the diverse needs of the business units and teams they lead.

In 2020, we launched the IMD Leadership Program for senior managers. Between 2020 and 2022, 123 senior leaders completed the program, learning about inspiring leadership, global and cross-cultural thinking, and self-reflection. The program enables the participants, who work in different locations and divisions, to build networks and apply what they have learned to their everyday work.

Other managers have the opportunity to participate in “Leading high-performing teams through feedback” training. This course is run in conjunction with the University of St. Gallen (HSG). In 2021, almost 300 managers completed the program. It focuses on building trust, delivering direct and constructive feedback, and managing performance evaluations.

In 2022, we decided to give our leaders and managers the opportunity to deepen and embed the skills and know-how they had previously acquired. We also listened to feedback provided in our employee engagement surveys, especially the view of employees that leaders and managers need to become more skilled at establishing a link between Vontobel’s strategic priorities and their daily work.

With these two goals in mind, all managers who had previously completed the IMD Leadership Program or the HSG “Leading high-performing teams through feedback” course were invited to complete “Leading with Impact” which was also developed in collaboration with the University of St. Gallen.

404-1 Average hours of training per year per employee

Training¹

	2022	2021	2020
Hours of training (H/HC) ^{2,3}	15.3	-	-
<i>Permanent employees (H/HC)</i>	15.7	-	-
<i>Temporary employees (H/HC)</i>	9.8	-	-
Training costs (1,000 CHF) ⁴	2,374	1,805	1,262
Number of apprenticeships	29	28	23

1 GRI Disclosure 404-1

2 Internal Training

3 Based on the number of employees who received training in the reporting year

4 Including external training covered by a training agreement

Overall training costs as well as training costs per employee increased significantly in 2022, while the number of apprenticeships remained at a comparable level. In addition, we offered up to 17 internships in 2022.

404-2 Programs for upgrading employee skills and transition assistance programs

In 2022, we continued to offer professional skills training for all our employees. The topics covered were identified based on the findings of a training needs survey conducted across business units and different employee levels.

Those topics included resilience and self-care; change management; developing a growth mindset through feedback conversations; communication skills for collaboration; and presentation skills. The programs offered a combination of online content and virtual instructor-led classes, as well as peer-to-peer assignments that helped participants embed their learning in their day-to-day work.

To support our emerging talent, we continued with our internal mentoring program for 45 employees at Vontobel.

Each of the participants had a senior mentor who enabled them to articulate their personal goals, prepare an action plan and progress towards their objectives. We worked with the Singapore-based training company Protégé, which ran skills development workshops virtually for the participants and their mentors to help them make the most of the mentoring relationships.

The Swiss Association for Quality (SAQ) has, since 2020, recognized the further development courses offered to relationship managers in Vontobel Wealth Management as recertification measures. The corresponding offering was expanded in 2022. Relationship managers benefit from this by completing training according to this nationally accredited standard, thus further enhancing their own employability.

Vontobel provides further support for employees seeking to complete external training and we offer to pay part or all of the costs of training, depending on whether it is essential to the employee's role at Vontobel or for their personal development. Managers can coach and decide how to support the development of their team members.

404-3 Percentage of employees receiving regular performance and career development reviews

At the end of 2022, more than 90 percent of employees had begun or completed their annual performance review process.

Diversity, Equal Opportunity and Non-Discrimination

3-3 Management of material topics

The creation of a pleasant working environment that is free from discrimination and promotes diversity and equal opportunity represents a further component of our commitment to our employees. The principle of non-discrimination is enshrined in Vontobel's Code of Conduct, which forms an integral part of the employment contract.

The Board of Directors, the Executive Committee and the Global Executive Board take the topic of Diversity & Inclusion seriously and are committed to ensuring that it is enshrined and developed further within the organization.

Our Diversity & Inclusion Strategy is designed to promote the development of a diverse work culture that meets the needs of all employees. This culture should enable us to attract, develop and retain the best talents and to benefit from the unique skills, perspectives and potential of all employees.

It is also crucial for our Diversity & Inclusion objectives to be enshrined in our business strategy in order to address the needs of our diverse stakeholders. Vontobel considers it essential to actively foster equal opportunities and diversity, as well as an inclusive culture. As part of our Diversity & Inclusion Agenda, we approved our Diversity & Inclusion principles in 2022. Together with our global strategy, these principles define the approach and requirements that are in place at Vontobel to foster Diversity & Inclusion throughout the organization.

To drive the changes we are targeting and achieve our Diversity & Inclusion goals, this topic is being actively addressed by Vontobel's management. Training on the topic of Diversity & Inclusion has been incorporated into the leadership and development program for managers, as well as in training related to interviews and all HR processes.

We have introduced a mandatory, individual Diversity & Inclusion goal for members of the Executive Committee and the Global Executive Board and their direct reports to foster an inclusive culture and to help make Vontobel a more diverse and inclusive place to work. We regularly monitor progress both through internal evaluations and external diversity benchmarks, such as the Gender Intelligence Report published by Advance for Switzerland or the Diversity Benchmarking Report produced by the University of St. Gallen.

To increase employee awareness about the topic of Diversity & Inclusion, we took measures that include identifying the following areas of focus for Switzerland: equal opportunities, cultural diversity, and demography. For each area, we have defined long-term goals that we want to achieve by 2030:

- Equal opportunities: 30 percent of management positions to be held by women; 25 percent of women to have responsibility for leading a team.
- Cultural diversity: An international workforce that represents the different domiciles of our clients.
- Demography: A balanced workforce across age groups.

We provide regular updates on our various activities on the Intranet.

Ensuring **equal opportunities** for everyone – especially for women and men – is a key factor determining the success of our business. We remain committed to continuously increasing the number of women in senior management positions or leadership roles. When hiring new employees, we strive to ensure a balanced selection of female and male candidates. In promotion processes, a high level of

importance is assigned to ensuring a fair and transparent selection of talented employees. We also actively invest in various networks and alliances that support our goals, including:

- Advance (Gender Equality in Business)
- Fondsfrauen
- University of St. Gallen
- parents@work
- Womenbiz
- Data+Women
- ElleXX

Together with Advance, we nominate talented female managers each year to take part in specific skill-building workshops as well the Cross-Mentoring Program. This program offers high-quality workshops to enable talented female managers to acquire the core competencies and leadership mindset that are key to their advancement within the company.

Vontobel also conducts workshops for male managers to help them adopt a more inclusive leadership approach. To demonstrate our commitment to gender equality to our clients, investors, and prospective and existing employees, we signed the Advance Diversity Charter in 2022. This is a letter of intent for gender balance in Swiss business and represents one of the milestones in our Diversity & Inclusion Agenda for 2022.

Our Parents@work peer coaching program, which is run for parents by parents, supports working mothers and fathers when they return to the workplace or helps them address the challenges of combining professional and family life. The coachees are supported by a colleague for a period of one year. Employees who take part in this program, as well as the coaches who support them, are highly appreciate of this network and the personal support and advice provided.

In the **cultural diversity** focus area, we want to ensure that the composition of our workforce reflects our target markets. When building the teams at our 26 international locations, we consciously aim to strike a balance between “Swissness” and the nationalities of our clients. This gives us an understanding of our clients’ needs and enables us to develop appropriate solutions for them.

In the **demography** focus area, we aim to achieve a balanced mix of both young and experienced employees. Ensuring long-term talent management and succession planning that are aligned with the needs of the business divisions is of key importance for Vontobel’s

human resources planning. Targeted measures are needed to align the potential of all age groups with the divisions’ staffing and competence needs.

At Vontobel, we define “inclusion” as the creation of a working environment in which each individual is treated fairly and with respect, given the same access to opportunities and resources, and can make a comprehensive contribution to the success of the company.

Managers at Vontobel act as role models and are responsible for supporting and fostering a culture of diversity and inclusion within the company. This is why they play an active role in initiatives to realize our goals. To live and further evolve this culture, we held a week of events dedicated to Diversity & Inclusion in 2022. The 26 different types of events (webinars, panel discussions, bottom-up dialogue, Lunch & Learn, etc.) were aimed at strengthening learning and awareness and fostering the development of an inclusive culture.

405-1 Diversity of governance bodies and employees

The proportion of employees who worked on a part-time basis are unchanged compared to 2021: 32 percent of female employees and 9 percent of male employees.

The Diversity Benchmarking performed annually by the University of St. Gallen, as well as the Gender Intelligence Report published by Advance, confirm that Vontobel has a relatively high proportion of female employees and women in more junior management positions, as well as a fairly balanced age mix among employees.

However, the proportion of women in leadership positions declines as the level of management seniority increases. The Talent Acquisition team therefore places a targeted focus on ensuring an appropriate mix of female and male candidates in the area of recruitment and promotions. When conducting interview training, an emphasis is placed, among other things, on the importance of having a diverse pool of candidates and avoiding unconscious bias. For these as well as further indicators, see also the tables on the following pages.

In 2021, we commissioned the Competence Center for Diversity & Inclusion (CCDI) of the University of St. Gallen to conduct an equal pay analysis. The findings of the analysis show that Bank Vontobel AG and

Vontobel Asset Management AG are essentially complying with the principle of equal pay. The Social Partnership Centre for Equal Pay in the Banking Industry (SF-LoBa) has reviewed the analysis. Following the validation of the results, we have been awarded the “Equal pay audited in accordance with the requirements of the Equal Opportunities Act” label. See page 79 for further information.

406-1 Incidents of discrimination and corrective actions taken

There were no incidents of discrimination during the reporting period.

Information on employees by gender^{1,2}

	31.12.2022			31.12.2021		
	WOMEN	MEN	TOTAL	WOMEN	MEN	TOTAL
Permanent employees	726	1,569	2,295	680	1,507	2,187
Full-time employees	491	1,426	1,917	462	1,377	1,839
Part-time employees	235	143	378	218	130	348
Temporary employees	74	106	180			181
Fixed-term contract	32	45	77	-	-	85
Hourly paid	16	22	38	-	-	36
Graduate Trainee	17	19	36	15	17	32
Apprentice	9	20	29	9	19	28
Total	800	1,675	2,475	680	1,507	2,368

1 Reported as Headcount at the end of the reporting period

2 GRI Disclosure 2-7

Number of permanent employees by domicile

	NUMBER OF WOMEN	NUMBER OF MEN	31.12.2022 TOTAL	NUMBER OF WOMEN	NUMBER OF MEN	31.12.2021 TOTAL
Switzerland	581	1,299	1,880	543	1,232	1,775
Germany	36	76	112	32	79	111
USA	33	57	90	33	61	94
United Kingdom	27	54	81	26	52	78
Italy	17	25	42	16	25	41
Hong Kong	13	20	33	13	23	36
Luxembourg	8	13	21	7	12	19
Singapore	4	13	17	3	11	14
United Arab Emirates	2	5	7	2	5	7
Spain	2	3	5	2	3	5
France	2	1	3	2	1	3
Japan	1	2	3	1	1	2
Australia	0	1	1	0	2	2
Total	726	1,569	2,295	680	1,507	2,187

Number of permanent employees by nationality¹

	31.12.2022		31.12.2021	
	NUMBER	IN %	NUMBER	IN %
Switzerland	1,450	63	1,391	64
Germany	250	11	237	11
Italy	111	5	108	5
United Kingdom	95	4	89	4
USA	83	4	87	4
France	62	3	47	2
Poland	21	1	17	1
China	18	1	17	1
Spain	17	1	18	1
Austria	16	1	14	1
Other	172	7	162	7
Total	2,295	100	2,187	100

 Breakdown of rank structure by gender^{1,2} as of 31.12.2022

	NUMBER OF WOMEN	PROPORTION OF WOMEN	NUMBER OF MEN	PROPORTION OF MEN
Employee	79	38%	129	62%
Middle management	382	45%	460	55%
Senior management	264	21%	976	79%
Executive Committee	1	25%	3	75%
Total	726	32%	1,568	68%
Board of Directors	3	33%	6	67%

2 The Chairman of the Board of Directors is included here in the Board of Directors. Since he has a regular employment relationship in Switzerland, he is included as an employee in the other tables.

 Age structure permanent employees¹

	31.12.2022		31.12.2021	
	NUMBER	IN %	NUMBER	IN %
Up to 20 years old	1	0	3	0
21 to 30 years old	279	12	286	13
31 to 40 years old	659	29	636	29
41 to 50 years old	740	32	685	31
51 to 60 years old	529	23	503	23
More than 60 years old	87	4	74	3
Total	2,295	100	2,187	100
<i>Average age (in years)</i>	<i>43</i>		<i>43</i>	

 Age structure of the Board of Directors¹

	31.12.2022		31.12.2021	
	NUMBER	IN %	NUMBER	IN %
31 to 40 years old	0	0	1	10
41 to 50 years old	3	33	2	20
51 to 60 years old	5	56	6	60
More than 60 years old	1	11	1	10
Total	9	100	10	100

Years of service permanent employees

	31.12.2022		31.12.2021	
	NUMBER	IN %	NUMBER	IN %
< 1 year	210	9	267	12
1 up to < 5 years	821	36	778	36
5 up to < 10 years	584	25	525	24
10 up to < 20 years	498	22	459	21
20 up to < 30 years	139	6	121	6
from 30 years	43	2	37	2
Total	2,295	100	2,187	100

Breakdown of full-time and part-time positions by gender as of 31.12.2022

	NUMBER OF WOMEN	PROPORTION OF WOMEN	NUMBER OF MEN	PROPORTION OF MEN	TOTAL NUMBER	TOTAL PROPORTION
20-49%	8	1%	3	0%	11	0%
50-79%	95	13%	20	1%	115	5%
80-99%	132	18%	120	8%	252	11%
100%	491	68%	1,426	91%	1,917	84%
Total	726	100%	1,569	100%	2,295	100%

1 GRI Disclosure 405-1

Marketing and Labeling, Product Compliance

3-3 Management of material topics

Offering each of our clients the right solution or best possible service is the primary goal of our Client Units. Regulatory requirements apply in particular to producers and distributors of products and services for retail and private clients. Depending on the jurisdiction and the product or service involved, these duties include the preparation and provision of Key Information Documents describing the characteristics and functions of the products or services and the associated risks and opportunities and should ensure the comparability of products and services.

To continue developing our business, each business area carries out product development, client communications and marketing activities. The applicable legal regulations, such as the Swiss Financial Services Act (FinSA), the Swiss Law on Collective Investments or the Markets in Financial Instruments Directive (MiFID II) guide us in this area. We are an active member of various industry associations and help to shape rules in the area of self-regulation that are designed to increase the comparability of products and services and provide greater transparency for investors, as well as complying with the corresponding provisions. In addition, we follow the Principles for Responsible Investment (PRI).

417-1 Requirements for product and service information and labeling

Our products and services meet the applicable legal and regulatory requirements with regard to labeling and transparency. In the reporting year, there were no cases of misconduct or financial penalties for non-compliance with regulations governing the applicable requirements.

Customer Privacy

3-3 Management of material topics

The trust that clients place in us forms the basis for our successful long-term collaboration and is an important asset that is highly valued at Vontobel. We therefore assign considerable importance to protecting client data and complying with all legal requirements in this context.

The parameters for compliance with legal requirements relating to the protection of client data (such as banking confidentiality and data protection law) are defined and monitored by cross-divisional departments such as Legal & Compliance (with the Group Data Privacy Officer), Group Information Security (with the Chief Information Security Officer) and IT Security.

Further information on how we gather and process personal data can be found on our webpage.

- Our data protection guidelines: www.vontobel.com/privacy-policy
- Information about the EU General Data Protection Regulation (GDPR): www.vontobel.com/gdpr

Further information on IT security is available at: www.vontobel.com/it-security.

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

In the reporting year, no authorities issued sanctions against Vontobel for breaches of privacy or losses of client data.

Further information on social sustainability at Vontobel can be found at: www.vontobel.com/social-sustainability.

General Disclosures

Organization and reporting practices

2-1 Organizational details

Vontobel Holding AG
 Gotthardstrasse 43
 CH-8022 Zürich
 Telephone +41 58 283 59 00
 www.vontobel.com

A current overview of all our locations can be found on the internet at: www.vontobel.com/locations.

Further information about the nature of our ownership structure and our legal form are provided in the section “Major shareholders and groups of shareholders with pooled voting rights”, page 31.

2-2 Entities included in the organization’s sustainability reporting

Unless stated otherwise, the scope of the Sustainability Report includes Vontobel Holding AG with the subsidiaries listed in the consolidated annual financial statements, and the corresponding locations.

Information on the scope of consolidation is provided on pages 220 and 221.

2-3 Reporting period, frequency and contact point

Unless stated otherwise, the reporting period is from January 1 to December 31, 2022. The environmental key figures relate to the period from October 1, 2021, to September 30, 2022.

This report has been produced in accordance with the principles set out by the Global Reporting Initiative (GRI) for the 13th time.

Contact point for questions regarding the report:

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 Head Corporate Responsibility
 Telephone +41 58 283 71 83

Simone Schärer
 Corporate Sustainability Manager
 Telephone +41 58 283 51 72

sustainability@vontobel.com

2-4 Restatements of information

We have not made any restatements or corrections to the previous year’s disclosures.

2-5 External assurance

Ernst & Young Ltd (EY) has undertaken a limited assurance engagement on selected KPIs. The corresponding key figures are marked with a symbol (☑). See the independent assurance report on page 124.

Activities and workers

2-6 Activities, value chain and other business relationships

Information on our activities, brands, products and services is provided in the following sections of our Annual Report: “Vontobel”, pages 12–16.

Information on markets served is provided in the section “Vontobel”, pages 12–16.

Key figures concerning the scale of the organization are provided on pages 10 and 11.

Vontobel purchases a large quantity of products and services from external providers, including facility management services, IT infrastructure, and the design and production of printed materials, as well as catering and cleaning services. Wherever possible, we work with local suppliers. For example, we purchase fruit for our employees from a Swiss family-owned company. All of our print orders in Switzerland are awarded to Swiss printing companies. A major proportion of the advertising and Christmas gifts used throughout the company are also purchased from Swiss providers. At the end of 2022, we had around 2,000 suppliers in total, of which 80 percent were based in Switzerland.

There were no significant changes to the supply chain.

Information on the development of the business is provided in the “Business Review”, pages 19–27, and in “Changes in the scope of consolidation”, page 221.

2-7 Employees

As of December 31, 2022, Vontobel had a total of 2,295 employees with permanent contracts, of whom 1,917 were employed on a full-time basis. A further 115 employees (excluding apprentices and trainees) had temporary contracts (see table on page 109).

2-8 Workers who are not employees

In addition to our regular employees, we had 664 contingent staff at the end of 2022. These individuals are not employed by Vontobel and are available on an “on call” basis to assist the company when needed.

For further key figures concerning our employees, see the section on “Diversity, Equal Opportunity and Non-Discrimination” (page 107).

Governance**2-9 Governance structure and composition**

We strive to conduct our business sustainably at all times based on our conviction that sustainability goes hand in hand with business success and stability. Sustainability and an effective business strategy are closely interconnected. For this reason, Vontobel is committed to sustainable business management and to continuously optimizing our approach in all our divisions in the long term.

The Board of Directors defines the Group’s strategic direction and determines the appetite for risk that the Group is willing and able to take when pursuing these strategic objectives. The Executive Committee is responsible for the oversight and operationalization of the strategy, and risk-related matters are addressed by the Risk and Audit Committee. The Vontobel Corporate Sustainability Committee, which is chaired by the Head Finance & Risk (CFO/CRO, see also section 2-13), is responsible for sustainability-specific matters.

Information on Vontobel’s overall governance structure is provided in the “Corporate Governance” section, starting on page 30.

2-10 Nomination and selection of the highest governance body

See the sections on “Board of Directors” and “Election and term of office” on pages 33 and 39, respectively, of the Annual Report.

2-11 Chair of the highest governance body

See the section on “Board of Directors” on page 33 of the Annual Report.

2-12 Role of the highest governance body in overseeing the management of impacts

See sections 2-9 and 2-13.

2-13 Delegation of responsibility for managing impacts

The group-wide Corporate Sustainability Committee (CSC) consists of representatives of top management (or a deputy) from all relevant Client Units and Centers of Excellence. The Committee is responsible for all sustainability-related matters and is the escalation point for the Client Units and Centers of Excellence. The Committee meets on a quarterly basis and is chaired by the CFO/CRO (Head of Finance & Risk). The CSC Terms of Reference set out its decision-making powers for all sustainability-related matters. The Chairman of the CSC is responsible for informing members of the Executive and the Risk and Audit Committees about its activities.

Corporate Responsibility coordinates the implementation of the measures that have been decided in conjunction with the relevant Client Units and Centers of Excellence.

2-14 Role of the highest governance body in sustainability reporting

The Chairman of the CSC and the Chairman of the Board of Directors were informed about the Report on Corporate Responsibility & Sustainability for 2022.

2-15 Conflicts of interest

Vontobel strives to prevent conflicts of interest from arising in the first place. If they cannot be avoided, Vontobel has a structured process in place to ensure that they are documented and disclosed.

Our public Conflict of Interest policy statement is available at: www.vontobel.com/mifid.

Members of the Board of Directors must conduct their personal and business affairs in such a way as to avoid any conflicts of interests as far as possible. In particular, this obligation applies to matters relating to other mandates they hold or activities they perform that could give rise to a conflict of interests. Members of the Board of Directors abstain from voting on personal matters or issues concerning the interests of third parties with whom they are closely associated in a business or personal capacity. If a conflict of interests exists, the relevant member of the Board of Directors must notify the Chairman of the Board of Directors immediately. If the Chairman of the Board of Directors is exposed to a conflict of interests, he must inform the Vice-Chairman immediately. The Chairman or, if applicable, the Vice-Chairman subsequently calls upon the entire Board of Directors to reach a decision that duly reflects the severity of the conflict of interests. The relevant member of the Board of Directors is not present during the decision-making process. The following measures,

in particular, may be considered appropriate to address a conflict of interests:

Abstention of the relevant member of the Board of Directors from the consultation process and/or from voting; formation of a committee of the Board of Directors excluding the relevant member of the Board of Directors; or restriction of the flow of information to the relevant member of the Board of Directors. The Nomination and Compensation Committee of the Board of Directors performs a consolidated and systematic review of the external mandates of the individual members of the Board on an annual basis.

2-16 Communication of critical concerns

See section “Information and control instruments relating to the Executive Committee” on page 45 of the Corporate Governance Report, as well as sections 2-25 and 2-26 on page 116.

2-17 Collective knowledge of the highest governance body

The Board of Directors has a decisive influence on Vontobel’s strategy, structure and culture. In order for the Board of Directors to perform these duties credibly and to act independently from the Executive Committee, it must be composed of qualified and experienced members.

In addition to its ordinary meetings, the Board of Directors holds an annual strategy workshop lasting several days at which it addresses focus topics that are important for Vontobel’s development over the medium and long term. The Board consults with external experts, depending on the topic. In 2022, sustainability was one of the focus topics.

2-18 Evaluation of the performance of the highest governance body

The Board of Directors performs an annual evaluation of the achievement of its objectives and of its working practices.

2-19 Remuneration policies and

2-20 Process to determine remuneration

See section “Compensation of the Board of Directors” and “Compensation of the Executive Committee” (pages 67 and 70).

2-21 Annual total compensation ratio

This Information is not disclosed due to confidentiality.

Information on compensation of the members of the Board of Directors, on compensation of the members of the Executive Committee, on the highest total compensation for the financial year and our compensation system is dis-

closed in the Compensation Report, which forms part of the Annual Report (starting on page 67).

Strategy, policies and practices

2-22 Statement on sustainable development Strategy

See the foreword of the Sustainability Report, page 89.

2-23 Policy commitments

As a financial services provider, Vontobel is closely connected with the economy and society in all the locations in which we operate. Consequently, the nature and design of our products and services and the way we conduct our business operations have an impact on sustainable development in this integrated world. We believe that promoting sustainable development in our markets is both an economic necessity and an ethical duty.

In 2022, the Board of Directors in collaboration with the members of the Executive Committee, it defined the Group’s Sustainability Positioning and six Sustainability Commitments for Vontobel as a global investment firm (see page 90).

The six Sustainability Commitments set out the key levers we have as a company and as a corporate citizen to deliver on the promise of our Sustainability Positioning. We aim to measure the progress we achieve against this promise on a regular basis.

In addition, our Code of Conduct defines the basic principles that we strive to uphold in order to perform our business activities in a fair and forward-looking manner.

Together, our Sustainability Positioning, the six Sustainability Commitments and the Code of Conduct reflect our commitment to helping drive the transition to a more sustainable economy and society on behalf of our stakeholders. This conviction is rooted in Vontobel’s DNA, since a sustainable mindset and actions have helped shape our company ever since it was founded in 1924.

The Code of Conduct, as well as further principles and guidelines are available at: www.vontobel.com/principles-and-policies.

2-24 Embedding policy commitments

The principles governing our approach to business are set out in our Code of Conduct and our Sustainability Report (Corporate Responsibility & Sustainability).

www.vontobel.com/code-of-conduct

2-25 Processes to remediate negative impacts and 2-26 Mechanisms for seeking advice and raising concerns

All employees have the right to have their personal integrity protected at work. We define this as their physical and psychological integrity, which are to be protected in particular against sexual harassment, mobbing and discrimination.

Employees who feel that their integrity has been violated or who observe this kind of behavior can contact a line manager, the responsible HR Business Partner and/or the Safety and Security specialist unit. In addition, all Vontobel employees in Switzerland have access to a neutral external support unit to obtain personal and confidential advice around the clock. This unit has an obligation to treat the matter with discretion and to agree on the next steps with the affected employee. Co-workers and supervisors are required to support individuals who are being harassed or discriminated against.

In the case of suspected violations of legal or regulatory provisions, the bank's internal guidelines or ethical standards, employees have the option to report such incidents anonymously via a whistleblowing process.

2-27 Compliance with laws and regulations

See the sections "Anti-corruption" on page 99, "Marketing and Labeling, Product Compliance" and information on the protection of client data on page 112 and "Off-balance sheet business and other information" on page 201 of the Annual Report.

2-28 Membership associations

Vontobel is a member of various organizations and a co-signatory of several investor initiatives. In this way, we promote sustainable development in an environmental and social context.

Vontobel has been a signatory to the PRI, a UN initiative to promote responsible investing, since 2010. The Principles were launched by the then UN Secretary General in 2006 and contribute to a better understanding of the impact of investment activities on environmental, social and governance issues – ESG for short – and take account of the increasing relevance of ESG themes in investment practice.

In 2017, our company joined the global network of the "United Nations Global Compact" as well as the "Global Compact Network Switzerland". We have thus pledged to align our operations and strategies with 10 universal principles in the areas of human rights, labor, environment, and anti-corruption. Within our sphere of influence as a company, we thus help to promote key sustainability principles around the globe.

In 2021, Vontobel Asset Management and TwentyFour Asset Management LLP became first list signatories to the UK Stewardship Code 2020. The code contains principles for institutional investors as well as service providers in the financial sector. Signatories to this demanding standard must submit a Stewardship Report to the UK's Financial Reporting Council for review. In their report, they must demonstrate how they have applied the Code's principles in the previous 12 months. Signing the Code is testimony to our commitment to effective stewardship.

A current overview of all initiatives and memberships can be found on the internet at: www.vontobel.com/ratings-memberships.

Stakeholder engagement**2-29 Approach to stakeholder engagement**

Our Sustainability Commitments center on our main groups of stakeholders: clients, shareholders, employees, Family shareholders, regulators and the community we live and work in.

For Vontobel, interacting with our stakeholders is a central component of our day-to-day business. We focus on our dialogue with all stakeholder groups on whom Vontobel's business activities have a significant influence or who have a substantial impact on the success of the company. At established points of contact, such as Investor Relations or Corporate Responsibility, potential stakeholders are recorded based on the queries we receive.

An open dialogue is key in order to gain a better understanding of the needs of our clients, employees, suppliers and cooperation partners, and to take account of the interests of local communities and non-governmental organizations (NGOs). We want to engage with our stakeholders by providing clear and comprehensible information on different challenges and opportunities relating to ESG matters. Regular employee and client surveys are key tools in this context, as are discussions with our suppliers.

2-30 Collective bargaining agreements

In Switzerland, which is home to more than 80 percent of our workforce, all employees up to and including middle management are covered by the Agreement on Conditions of Employment for Bank Employees (VAB) issued by the Employers Association of Banks in Switzerland (AVG). Information about participation in collective bargaining agreements in other countries is not available at present. Reporting on this topic will be expanded in the coming years.

Disclosures on material topics

3-1 Process to determine material topics

This report is based on the sustainability topics that Vontobel had already identified as material topics in previous reporting cycles. GRI topics were discussed and evaluated to assess their relevance for Vontobel and our stakeholders. The material topics were applied to the report prepared in accordance with GRI standards.

The impacts of our activities on society, the environment and the economy can evolve over time, in line with changes to the company and its operating environment. We have reviewed our material topics on an ongoing basis to determine their relevance. Regular employee and client surveys, discussions with suppliers and also the analysis of sustainability ratings and input from other stakeholders support us in this process. In addition, a cross-functional team of experts has been in place since mid-2022, providing a platform for dialogue, coordinating and aligning views, as well as fostering the formation of opinion on operational, group-wide sustainability matters. This is especially the case in the fast-growing and increasingly regulated area of sustainable financial services.

To prepare for the strategic revision of the Sustainability Framework, an internal analysis of stakeholders and an evaluation of Vontobel's potential contribution to the realization of the UN Sustainable Development Goals (SDGs) was carried out. Both analyses were discussed by the Executive Committee and the Board of Directors, and the findings were incorporated into Vontobel's Sustainability Positioning and Sustainability Commitments.

3-2 List of material topics

Material topics for our reporting:

- Economic performance
- Product portfolio and active ownership
- Indirect economic impacts
- Energy
- Emissions
- Materials
- Diversity and equal opportunity
- Non-discrimination
- Employment
- Training and education
- Anti-corruption
- Marketing and labeling, product compliance
- Customer privacy

No significant changes were made to the list of material topics for the 2022 report compared to the previous reporting period.

GRI Content Index



CONTENT INDEX
ESSENTIALS SERVICE

2023

Statement of use	Vontobel has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022. Environmental data relate to the period from October 1, 2021 to September 30, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	Not yet available for financial service providers. Therefore, the GRI industry supplement for financial service providers 2013 was used (disclosures FS6, FS10, FS11).

GRI Standard	Disclosure	Page	Omission/Information
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	113	
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	2-3 Reporting period, frequency and contact point	113	
	2-4 Restatements of information	113	
	2-5 External assurance	113	
	2-6 Activities, value chain and other business relationships	113	
	2-7 Employees	113	Information on permanent and temporary hourly employees, as well as part-time vs. full-time employees by region, is not yet available in the required level of detail. Reporting will be expanded accordingly over the next two years.
	2-8 Workers who are not employees	114	
	2-9 Governance structure and composition	114	
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	2-21 Annual total compensation ratio	115	This Information is not disclosed due to confidentiality.
	2-22 Statement on sustainable development strategy	115	
	2-23 Policy commitments	115	
	2-24 Embedding policy commitments	116	
	2-25 Processes to remediate negative impacts	116	

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. This GRI service was conducted on the German version of this report.

GRI Standard	Disclosure	Page	Omission/Information
	2-26 Mechanisms for seeking advice and raising concerns	116	
	2-27 Compliance with laws and regulations	116	
	2-28 Membership associations	116	
	2-29 Approach to stakeholder engagement	116	
	2-30 Collective bargaining agreements	117	Information on participation in collective bargaining agreements in countries other than Switzerland is currently not available. Reporting on this will be expanded accordingly in the coming years.
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	117	
	3-2 List of material topics	117	
Product Portfolio and active ownership			
GRI 3: Material Topics 2021	3-3 Management of material topics	93	
GRI Financial Services Sector Disclosures 2013	FS6 Percentage of the portfolio for business lines by specific region, size and by sector	94	
	FS10 Portfolio-based engagement on social or environmental issues	94	
	FS11 Percentage of assets subject to positive and negative environmental or social screening	94	
Economic performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	98	
GRI 201: Economic Performance 2	201-1 Direct economic value generated and distributed	98	
	201-3 Defined benefit plan obligations and other retirement plans	98	
Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	98	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	98	
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	99	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	99	
	205-2 Communication and training about anti-corruption policies and procedures	99	
	205-3 Confirmed incidents of corruption and actions taken	99	
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	100	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	101	
	301-2 Recycled input materials used	101	

GRI Standard	Disclosure	Page	Omission/Information
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	100	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	101	
	302-3 Energy intensity	101	
	302-4 Reduction of energy consumption	101	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	100	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	102	
	305-2 Energy indirect (Scope 2) GHG emissions	102	
	305-3 Other indirect (Scope 3) GHG emissions	102	
	305-4 GHG emissions intensity	102	
	305-5 Reduction of GHG emissions	102	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	103	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	104	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	105	
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	105	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	106	
	404-2 Programs for upgrading employee skills and transition assistance programs	106	
	404-3 Percentage of employees receiving regular performance and career development reviews	107	
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	107	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	108	
Non-discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	107	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	109	

GRI Standard	Disclosure	Page	Omission/Information
Marketing and labeling, product compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	112	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	112	
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	112	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	112	

UN Global Compact Index

Umsetzung und Unterstützung der zehn Prinzipien des UN Global Compact

“Vontobel has been a member of the UN Global Compact and of the Global Compact Network Switzerland since 2017. We have thus pledged to align our operations and strategies with 10 universally recognized principles in the areas of human rights, labor, environment, and anti-corruption.”

Dr. Zeno Staub, CEO of Vontobel

The Ten Principles of the UN Global Compact

PRINCIPLES	IMPLEMENTATION AT VONTOBEL: CONTENT-RELATED TOPICS AND COVERAGE ACCORDING TO GRI REPORTING	PAGE IN ANNUAL REPORT
Human Rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Topic Non-discrimination GRI 406-1 Incidents of discrimination and corrective actions taken Financial Sector specific indicators: product portfolio and active ownership FS10: Portfolio-based engagement on social or environmental issues FS11: Percentage of assets subject to positive and negative environmental or social screening	109 94 94
Principle 2: Make sure that they are not complicit in human rights abuses	Topic Organizational Profile GRI 2-6 Activities, value chain and other business relationships Financial Sector specific indicators: product portfolio and active ownership FS10: Portfolio-based engagement on social or environmental issues FS11: Percentage of assets subject to positive and negative environmental or social screening	113 94 94
Labor		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Topic Organizational Profile GRI 2-30 Collective bargaining agreements	117
Principle 4: Elimination of all forms of forced and compulsory labor	Topic Organizational Profile GRI 2-6 Activities, value chain and other business relationships Topic Economic performance GRI 201-3 Defined benefit plan obligations and other retirement plans	113 98
Principle 5: Effective abolition of child labor	Topic Organizational Profile GRI 2-6 Activities, value chain and other business relationships	113
Principle 6: Elimination of discrimination in respect of employment and occupation	Topic Organizational Profile 2-7 Employees 2-8 Workers who are not employees Topic Employment GRI 401-1 New employees hires and employee turnover Topic Training and Education GRI 404-2 Programs for upgrading employee skills and transition assistance programs GRI 404-3 Percentage of employees receiving regular performance and career development reviews Topic Diversity and Equal Opportunity GRI 405-1 Diversity of governance bodies and employees Topic Non-discrimination GRI 406-1 Incidents of discrimination and corrective actions taken	113 114 104 106 107 108 109

PRINCIPLES	IMPLEMENTATION AT VONTOBEL: CONTENT-RELATED TOPICS AND COVERAGE ACCORDING TO GRI REPORTING	PAGE IN ANNUAL REPORT
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges	Topic Materials	
	GRI 301-1 Materials used by weight or volume	101
	GRI 301-2 Recycled input materials used	101
	Topic Energy	
	GRI 302-1 Energy consumption within the organization	101
	GRI 302-3 Energy intensity	101
	GRI 302-4 Reduction of energy consumption	101
	Topic Emissions	
	GRI 305-1 Direct (Scope 1) GHG emissions	102
	GRI 305-2 Energy indirect (Scope 2) GHG emission	102
	GRI 305-3 Other indirect (Scope 3) GHG emission	102
	GRI 305-4 GHG emissions intensity	102
	GRI 305-5 Reduction of GHG emissions	102
	Financial Sector specific indicators: product portfolio and active ownership	
FS10: Portfolio-based engagement on social or environmental issues	94	
FS11: Percentage of assets subject to positive and negative environmental or social screening	94	
Principle 8: Undertake initiatives to promote greater environmental responsibility	Topic Materials	
	GRI 301-1 Materials used by weight or volume	101
	GRI 301-2 Recycled input materials used	101
	Topic Energy	
	GRI 302-1 Energy consumption within the organization	101
	GRI 302-3 Energy intensity	101
	GRI 302-4 Reduction of energy consumption	101
	Topic Emissions	
	GRI 305-1 Direct (Scope 1) GHG emissions	102
	GRI 305-2 Energy indirect (Scope 2) GHG emission	102
	GRI 305-3 Other indirect (Scope 3) GHG emission	102
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	Topic Energy	
	GRI 302-4 Reduction of energy consumption	101
	Topic Emissions	
GRI 305-5 Reduction of GHG emissions	102	
Anti-corruption		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Topic Ethics and Integrity	
	GRI 2-23 Policy commitments	115
	GRI 205-1 Operations assessed for risks related to corruption	99
	GRI 205-2 Communication and training about anti-corruption policies and procedures	99
	GRI 205-3 Confirmed incidents of corruption and actions taken	99



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To the management of
Vontobel Holding AG

Zurich, 7 February 2023

Independent assurance report

We have been engaged to perform a limited assurance engagement on the key performance indicators marked with a “☑” disclosed in Vontobel Holding AG’s Annual Report 2022 in the chapter “Corporate Responsibility & Sustainability” for the reporting period from 1 January 2022 to 31 December 2022 (hereafter “KPIs”):

- ▶ FS11: Percentage of assets subject to positive and negative environmental or social screening; pages 94, 95
- ▶ GRI 302-1: Energy consumption within the organization; page 101
- ▶ GRI 302-3: Energy intensity; page 101
- ▶ GRI 305-1: Direct (Scope 1) GHG emissions; page 102
- ▶ GRI 305-2: Energy indirect (Scope 2) GHG emissions; page 102
- ▶ GRI 305-4: GHG emissions intensity; page 102
- ▶ GRI 401-1: New employee hires and employee turnover; pages 104, 105
- ▶ GRI 405-1: Diversity of governance bodies and employees; pages 110

Our engagement was limited to the KPIs listed above. We have not assessed the following KPIs or information disclosed in the 2022 Annual Report:

- ▶ Information other than the KPIs indicated above
- ▶ KPIs related to previous reporting periods
- ▶ Qualitative statements



Applicable criteria

Vontobel Holding AG defined as applicable criteria (hereafter “applicable criteria”):

- ▶ GRI Standards 2021
- ▶ GRI G4 Sector Disclosures for Financial Services

A summary of the standards is presented on the GRI homepage. We believe that these criteria are a suitable basis for our limited assurance engagement.

The quantification of greenhouse gases (GHG) is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emission factors and the values needed to combine emissions of different gases.



Responsibility of Vontobel Holding AG’s management

The management of Vontobel Holding AG is responsible for the selection of the applicable criteria and for the preparation and presentation of the disclosed KPIs in accordance with the applicable criteria. This responsibility includes the design, implementation, and maintenance of internal controls relevant to the preparation of the KPIs that are free from material misstatement, whether due to fraud or error.



Independence and quality control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies the International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.



Our responsibility

Our responsibility is to express a conclusion on the above mentioned KPIs based on the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* (ISAE 3000 Revised). This standard requires that we plan and perform this engagement to obtain limited assurance about whether the KPIs in the sustainability report are free from material misstatement, whether due to fraud or error.

In accordance with the engagement agreement, our duty of care for this engagement only extends to the management of Vontobel Holding AG.

Based on risk and materiality considerations we have undertaken procedures to obtain sufficient appropriate evidence. The procedures selected depend on the practitioner's judgment. This includes the assessment of the risks of material misstatements in above mentioned KPIs. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in scope than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.



Summary of work performed

Our limited assurance procedures included, amongst others, the following work:

- ▶ Assessment of the suitability of the underlying criteria and their consistent application
- ▶ Inquiries of company's representatives responsible for collecting, consolidating, and calculating the KPIs in order to assess the process of preparing the data, the reporting system, the data capture and compilation methods as well as internal controls to the extent relevant for the limited assurance engagement
- ▶ Inspection of the relevant documentation of the systems and processes for compiling, analyzing, and aggregating sustainability data and testing such documentation on a sample basis
- ▶ Analytical procedures and inspection of documents on a sample basis with respect to the compilation and reporting of the KPIs
- ▶ Analytical procedures of the chapter "Corporate Responsibility & Sustainability" of the Annual Report 2022 regarding plausibility and consistency with the KPIs

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.



Our conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the KPIs have not been prepared, in all material respects, in accordance with the applicable criteria.

Ernst & Young Ltd



Partner

Andreas Blumer
(Qualified
Signature)



Partner

Mark Vesper
(Qualified
Signature)

Legal information

This Report is intended solely for information purposes. The information and views contained in it do not constitute a request, offer or recommendation to use a service, to buy or sell investment instruments or to conduct other transactions. By their very nature, forward-looking statements involve inherent risks and uncertainties, both general and specific, and risks exist that predictions, forecasts, projections and other outcomes described or implied in forward-looking statements will not be achieved.

This report also appears in German and French. The German version is prevailing.