



CSR  
Report  
2023

**MIRABAUD**

Accountable for generations



## **ORGANISATION COVERED**

This report covers the entire Mirabaud Group, which consists of all its subsidiaries and regional offices.

## **PERIOD COVERED**

This report focuses on Mirabaud Group's activities undertaken during Calendar Year 2023, i.e. between 1st January 2023 and 31 December 2023.

The report also includes past background information.

## **DATE OF PUBLICATION**

This report was published on 31.08.2024

## **PUBLISHED BY**

Mirabaud CSR Committee

For inquiries regarding this report, please contact:  
[communication@mirabaud.com](mailto:communication@mirabaud.com)





# Contents

## **INTRODUCTION**

Message from Camille Vial, President of the Mirabaud CSR Committee	6
Mirabaud's CSR strategy	8
Mirabaud's CSR governance	10
Year 2023 at a glance	11

## **CSR PROGRESS BY RESPONSIBILITY PILLAR**

Economic Responsibility	17
Social responsibility	25
Environmental Responsibility	30
Societal Responsibility	34

# MESSAGE FROM CAMILLE VIAL

PRESIDENT OF THE MIRABAUD CSR COMMITTEE

Dear valued Clients, Employees, and Stakeholders,

It is my pleasure to present Mirabaud's 2023 Corporate Social Responsibility (CSR) report on behalf of the Group's CSR committee. This report underscores our Maison's enduring dedication to CSR, emphasizing our commitment to transparency, sustainability, and responsibility. At Mirabaud, our mission revolves around delivering excellence to our Clients while ensuring that finance plays a positive role in society's advancement. We assist our Clients in managing their financial assets for growth and preservation, mindful of our responsibility to future generations. This ethos has guided us for over two centuries, driving us to adapt and innovate in response to evolving challenges.

Since our inception in 1819, we've embraced an entrepreneurial vision focused on long-term prosperity. Our values of conviction, independence, and passion are complemented by a strong sense of sustainability. Hence, we prioritize fostering a corporate culture based on shared values, ethics, and governance, while minimizing our environmental footprint.

As a member of the founding family, and President of the CSR committee, I'm honoured to contribute to Mirabaud's sustainable development and its successful transition to the future. This endeavour requires foresight, a clear sense of identity, and effective resource management. The robust CSR framework and governance that is in place at Group level help us achieve significant progress across economic, social, environmental, and societal fronts.

I am proud to share that as signatories of the United Nations Principles for Responsible Investment (UN PRI) since 2010, we've earned top ratings for our governance and sustainable investment strategy.

The following section of this report outlines our key CSR commitments and accomplishments for 2023, along with areas for future development. We remain committed to contributing to the UN Sustainable Development Goals (SDGs) as we continue our responsible business practice journey and express our gratitude to our Clients, Employees, and Stakeholders for their continued support in this endeavour.



Managing Partner & President of Mirabaud's  
Corporate Social Responsibility (CSR) committee

## UN SDG GOALS

The 8 UN SDGs that Mirabaud has decided to embrace through its CSR actions: good health and well-being; gender equality; decent work and economic growth; sustainable cities and communities; responsible consumption and production; climate action; life on land; peace, justice and strong institutions.



The 2030 Sustainable Development Goals ('SDGs' or 'Global Goals' or 'Agenda 2030') were set by the United Nations in 2015.

The 17 Global Goals range from ending poverty to working in partnerships, with each Goal having agreed targets. Delivering the Global Goals is not reserved for governments, they are also for individuals, organisations and companies of all sizes. The period starting in 2020 has been named the Decade of Delivery.



# MIRABAUD'S CSR STRATEGY

Back in 2019, Mirabaud performed its first materiality assessment, mapping the Environmental, Social and Governance matters key to our Group and to our Stakeholders. This assessment laid the necessary foundation to endorse clear responsibility objectives for Mirabaud, and identify areas of actions for the Group in line with the United Nations Sustainable Development Goals (UN SDGs).

Mirabaud also articulated a robust and holistic CSR strategy which describes and frames CSR efforts which the Group has been committed to since its foundation.

Our Maison's CSR strategy aims at ensuring we serve our Clients responsibly and is based on four responsibility pillars that guide our actions:

1. An **economic responsibility** strategy linked to our relationships with our Clients, economic partners and the wider economy;
2. A **social responsibility** strategy for all Mirabaud Group Employees;
3. An **environmental responsibility** strategy that looks at our usage of natural resources and how we can help protect the environment;
4. A **societal responsibility** strategy for local communities and the wider society.

Sustainable Finance is an area where Mirabaud, as a financial actor, has a specific role to play in order to contribute to a more sustainable economy.

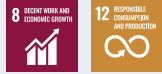
Therefore, Sustainable Responsible Investment (SRI) and ESG are an integral part of Mirabaud's economic responsibility pillar. The Group articulates SRI around four approaches to consistently invest in a sustainable and responsible way across all of the Maison's business lines:

- 1 Active ownership** **2 ESG integration** **3 Exclusion** **4 Climate strategy**

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



## ECONOMIC RESPONSIBILITY



### OBJECTIVE

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

### COMMITMENT

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

### AREAS FOR ACTION

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

## SOCIAL RESPONSIBILITY



### OBJECTIVE

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

### COMMITMENT

- Mirabaud is committed to providing its Employees with a healthy and comfortable working environment.
- Mirabaud is committed to retaining, developing and supporting its talent.
- Mirabaud is committed to promoting Employee diversity, inclusion and equal treatment.

### AREAS FOR ACTION

- E. Employee satisfaction and training.
- F. Health and safety at work.
- G. Diversity, inclusion and equal treatment of Employees.

## ENVIRONMENTAL RESPONSIBILITY



### OBJECTIVE

To reduce the environmental impact of our activities.

### COMMITMENT

- Mirabaud is committed to preserving natural resources.
- Mirabaud is committed to understanding its impact on the environment and to limiting it.
- Mirabaud is committed to optimising its waste management practices.

### AREAS FOR ACTION

- H. Management and reduction of CO2 emissions.
- I. Responsible resources and waste management.
- J. Responsible purchasing and procurement.

## SOCIETAL RESPONSIBILITY



### OBJECTIVE

To contribute, at our level, to the harmonious and fair development of society and the inclusion of local communities.

### COMMITMENT

- Mirabaud is committed to establishing partnerships and supporting initiatives that are in line with its values.
- Mirabaud is committed to supporting the next generation of talents in sports and the arts.
- Mirabaud is committed to volunteering activities for colleagues worldwide.
- Mirabaud is committed to philanthropic activity, in particular in the area of supporting peacebuilding.

### AREAS FOR ACTION

- K. Cultural and sports partnerships.
- L. Involvement in sustainability initiatives and associations.
- M. Philanthropy, including the promotion of peace.

# MIRABAUD'S CSR GOVERNANCE

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

In her role of President of the CSR committee, Camille Vial is supported by the members of the Group's CSR committee, comprising three of the four Managing Partners as well as representatives from other Group functions. The committee has established terms of reference and meets at least quarterly to review progress, agree on activities for supporting relevant programs, and provide guidance to Mirabaud's dedicated CSR task force that subsequently coordinates with external and internal Stakeholders for design and execution of the programs.

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

## CSR GOVERNANCE



# YEAR 2023

## AT A GLANCE AND OUTLOOK

### 2023 - SELECTED CSR MILESTONES AND HIGHLIGHTS



#### ECONOMIC RESPONSIBILITY

- Top notch PRI scores for our overarching approach to ESG.
- Quality, consistency and excellence of our sustainable approach reflected in art.8 and art.9 SFDR classifications and SRI labels of our funds .
- Launch of two Private Asset impact funds (Art.9 SFDR) in the Agri-Tech, respectively Real Estate space: "Regenerative Growth I" & "Sustainable cities".
- Launch of SFDR art.8 mandate: "ESG leaders".
- Commitment of Mirabaud Asset Management to an absolute reduction of CO2 emission by ~ 54%, building on NZAM initiative signed in 2022.
- Increase of stringency for investment exclusions for companies operating in the Tobacco and Thermal coal industries.
- Extension of Mirabaud Asset Management & Mirabaud Wealth Management responsible investing policy beyond controversial weapons to include a strict stance against investing in sovereign bonds issued by countries that have committed severe human rights violations and breached international treaties.
- Publication of Principle Adverse Impact (PAI) statements.
- Decision to endorse the PRI SPRING to use the Group's influence to halt and reverse global diversity loss.
- Round table at Building Bridges.
- Dedicated SRI training for all Wealth Management RMs and portfolio advisors.

#### SOCIAL RESPONSIBILITY

- Publication of the Group's Diversity and Inclusion policy to complement the Group's zero-discrimination policy.

- Publication of Human rights statement.
- Flexible working policy.
- Group Leadership Development Programme
- City Hive Cross Company Mentoring scheme focusing on the promotion and progression of women and ethnic minorities in the asset management space.

#### ENVIRONMENTAL RESPONSIBILITY

- Obtained building permit for solar panel installation on rooftop of our Geneva head quarter building.
- Group business travel policy favouring train over plane.
- Green energy favoured wherever possible.
- Annual public transport subsidy to Mirabaud Employees to favor green mobility for commuting.
- Use of eco-friendly printing paper.
- Recycling bins for waste management.
- Contribution to the reduction of our carbon emissions with Agri-tech projects capitalizing on soil carbon capture.

#### SOCIETAL RESPONSIBILITY

- Sponsoring of three young sailors who participated in the Bol d'Or Mirabaud.
- Support to Interpeace.
- Support of the Otium foundation providing support to people with cancer and their carers.
- Mirabaud Charity Day events developed at international level with Employees.
- Henokiens' Congress organised by Mirabaud in Geneva, fostering legacy building.

We are pleased to report significant progress and achievements in 2023 through our CSR programme



## ECONOMIC RESPONSIBILITY

2023 was marked by significant achievements with respect to our Responsible Investment activities.

In fact, the Asset Management business line succeeded in the launch of two additional impact funds in the Private Asset space (art.9 SFDR) and continued to systematically integrate state of the art ESG data and responsible investment processes across its investment capabilities; close to 90% of Mirabaud Asset Management investment funds are classified as article 9 and article 8 funds. The Group reached an important milestone by expanding its Wealth Management ESG offering with an art.8 SFDR discretionary mandate named "ESG leaders".

The Group's existing exclusion policy was updated to include more stringent exclusion criteria for companies operating in the Thermal coal and Tobacco industries; revenue thresholds for exclusions reduced from 10% to 5%. Our existing policy on controversial weapons was extended to include a strict stance against investing in sovereign bonds issued by countries that have committed severe human rights violations and breached international treaties.

Regarding Responsible Investment standards – and in addition to the Net Zero Asset Management (NZAM) initiative we have signed in 2022 – Mirabaud Asset Management validated and disclosed in 2023 its initial targets setting. Thereby, we commit to an absolute reduction of CO2 emissions by ~ 54% within our asset management investment funds. The Asset Management business line successfully integrated Principle

Adverse Impact metrics in its ESG approach; this translated into the publication of our first PAI statement. Among the 2023 highlights are also the publication of the Group's human rights statement that showcases our commitment to social responsibility both on corporate and investment portfolio levels, the participation to the 2023 Building bridges summit, as well as the decision to endorse the PRI spring as a supporter which allows us to use starting 2024 our influence to halt and reverse global biodiversity loss by 2030.

With respect to responsible business practices, we continued to provide training to our Employees from front to back office on an ongoing basis, including a dedicated ESG module for our Relationship Managers (RMs) and portfolio advisors. The training help us maintain a common base of knowledge on sustainability - be it linked to responsible investment concepts, regulations, and terminology, or to ethical business practices. It is an essential building block for the Group to ensure highest standards are met throughout our activities.



## **ENVIRONMENTAL RESPONSIBILITY**

Managing Mirabaud's carbon emissions is a priority for the Group. In 2023, we reached an important milestone with respect to the energy transition of our proprietary real estate facilities by obtaining the building permit for a solar panel installation on the roof of our Geneva head quarter. This project is a key component of our CO2 management plan.

Building on the results of the carbon footprint measurement that is regularly performed for the Group - and in line with the Group's CO2 management plan - we continued to enhance the energy efficiency of our headquarter building, to favour the use of green energy whenever possible and to promote green mobility for business travel and commuting. We also partnered with an agri-tech company to capitalize on soil carbon capture; this enabled us to contribute to contribute to the reduction of our CO2 emissions with quality projects.





## SOCIAL RESPONSIBILITY

This pillar includes our commitment to hiring, retaining and growing the best talent the industry has to offer. In fact, qualified talent drives the personalized and excellent service and products we offer our Clients. Both Diversity and Inclusion play an important role for us in this mission. Ensuring that everyone, no matter their age, gender, ethnicity, religion or sexual orientation, can find their place and feel welcome at Mirabaud. In 2023, we published our Diversity & Inclusion policy which formalizes our approach and complements our Group zero-discrimination policy and Group Leadership Development Programme for Managers.

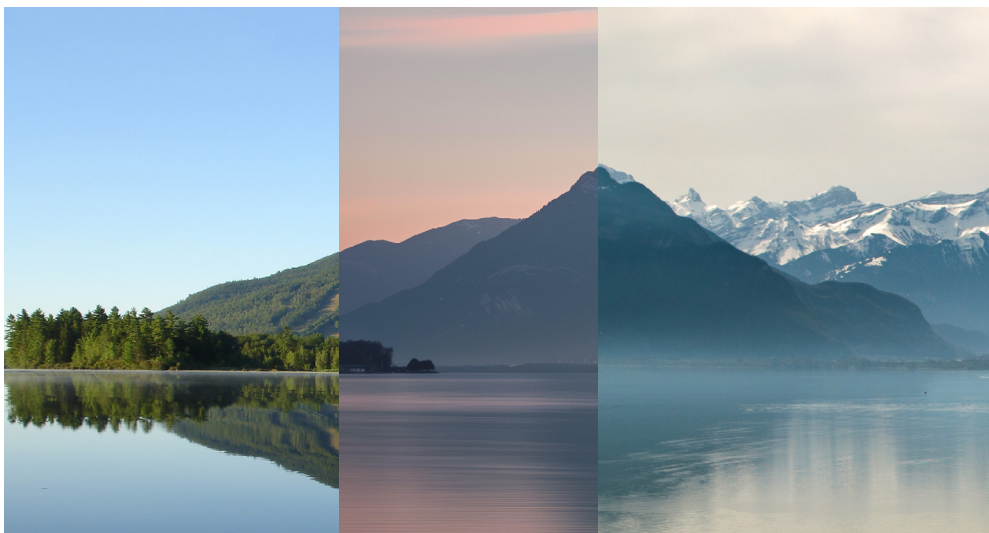
Along our commitment to Diversity and Inclusion we continued to support our Employees in building skills, knowledge and capabilities. Dedicated programs and trainings are in place to this extent. We trust those allow our Employees to keep pace with the demands of their role, whilst building their confidence. It also ensures that we stay ahead of the curve, keep up-to-date with latest developments on industry practices and invest in the employability of our people.

Mindful of our Employee's individual preferences and needs we continued to support flexible working arrangements with up to two homeworking days per week.



## SOCIETAL RESPONSIBILITY

Mirabaud is eager to share the Group's passion and values among Employees and local communities. For the 19th consecutive year, Mirabaud was delighted to support the Bol d'Or Mirabaud regatta, organised by the Société Nautique de Genève in June on Lake Geneva. In 2023, three young, talented sailors from the 3rd Mirabaud Sailing Squad competed alongside Christian Wahl on a D35, leading them to victory in the renowned race. Our unwavering commitment to supporting local charities and associations also remained a cornerstone of our societal responsibility pillar we are proud to uphold. These initiatives not only have an impact on the community but also provide our Employees with opportunities to offer hands-on support through the 'Mirabaud Charity Days.





“Corporate Social Responsibility is an ever-evolving and multi-disciplinary subject. It therefore requires ongoing identification and detailed assessment of material topics.

Companies must address sustainability and responsibility matters specific to their activities with strong commitment and a unified business effort. A holistic, yet pragmatic sustainability program is the formal safeguard to a corporation’s effective sustainability journey.

In 2023, Mirabaud Group continued to build on this approach and reached milestones across its four responsibility pillars.”

**Philipp Krejci**  
CSR Secretary



# CSR progress by responsibility pillar



# ECONOMIC

## RESPONSIBILITY



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

Mirabaud is committed to:

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

In 2023, Mirabaud has maintained and further developed the focus on providing high quality of services offered to Clients.

- We have obtained top notch PRI scores for our overarching approach to ESG and multiple funds have received the SRI label created and supported by the French, respectively Belgian, Ministry of Finance.
- The quality, consistency and excellence of our sustainable approach to investing is also reflected by the SFDR classification of four of our Mirabaud Asset Management funds into the most stringent category (SFDR Article 9) and most of the remaining investment collection into the second most stringent category (SFDR Article 8).

Over the last 12 months, we have successfully continued to extend our range of responsible and sustainable products and services across our business lines to invest according to our values and beliefs, while tailoring solutions to Client's needs:

- The Asset Management business launched two additional impact funds (art.9 SFDR) in the private assets space which complement our range of funds with impact investment objectives.
- The Wealth Management business line expanded its offering to an art.8 SFDR discretionary mandate called "ESG leaders". This mandate builds on regulatory requirements to meet sustainability preferences of private Clients by leveraging on our responsible investment capabilities.
- While our business lines continued to systematically integrate state of the art ESG data and responsible investment processes across their investment capabilities, the stringency of exclusions was further increased at Group level. In fact, we took a stricter approach to tobacco production and thermal coal mining by lowering our revenue threshold from 10% to 5%. We trust that this better reflects our commitment towards financing the transition to a tobacco free world and low carbon economy, while supporting companies in transitioning to more sustainable business models.
- Acknowledging the importance of transparency when it comes to SRI investing, and further to the integration of the Principle Adverse Impact (PAI) metrics into Mirabaud Asset Management's ESG approach, the Group published for the first time the PAI statement. This statement complements relevant SRI policies and documentation we disclose on our website. Among those policies are the Group's SRI policy, Mirabaud Asset Management's Exclusion and Engagement policy as well as Mirabaud Asset Management's Stewardship Report, Active Ownership Reports and product specific SRI reports.

The continuous interactions we cherished with investors, the exchanges with peers across both the local and international Asset Management and Wealth Management industry, and the partnering with organisations dedicated to sustainable and responsible topics, allowed us to engage and stay on the forefront of sustainable and responsible best practices, be it with respect to company management or product offering.

- We continued to engage on SRI topics through strategic partnerships with selected SRI organisations, as well as through collaborative initiatives with like-minded investors such as Climate Action 100+, CDP Non-Disclosure campaign and CDP Science-based







Targets Campaign. Further to the signature in 2022 of the Net Zero Asset Management (NZAM) initiative, the Group reached an additional milestone in 2023 by publishing its human rights statement which showcases its commitment not only on corporate level but also on investment level to set of basic rights and freedoms that all humans should be guaranteed. Another highlight of 2023 was the participation of our SRI specialists and Private Equity impact Investment team to the Building Bridges Summit. This summit is a key forum in the sustainable investments industry and aims at building “bridges” between private and public, north and south to shape the global sustainable finance agenda and transition from a financial system that has harmed the planet to one that sustains it. Mirabaud representatives actively participated in various sessions to voice the Group’s thoughts and opinions on the shift away from short-term profit maximization to longer-term strategies taking into account social and environmental challenges. Late 2023, Mirabaud Asset Management decided to support Spring, a PRI stewardship initiative for nature. Starting 2024, through the initiative, Mirabaud Asset Management will therefore join efforts with other investors to contribute to the global goal of halting and restoring the loss of biodiversity by 2030.

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

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

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

Looking ahead, we will continue to focus on offering highest quality responsible investment solutions to our Clients whilst maintaining strong business ethics and governance.

## SELECTED HIGHLIGHTS



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



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



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



Responsible investment approach awarded by PRI with top notch rating.



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

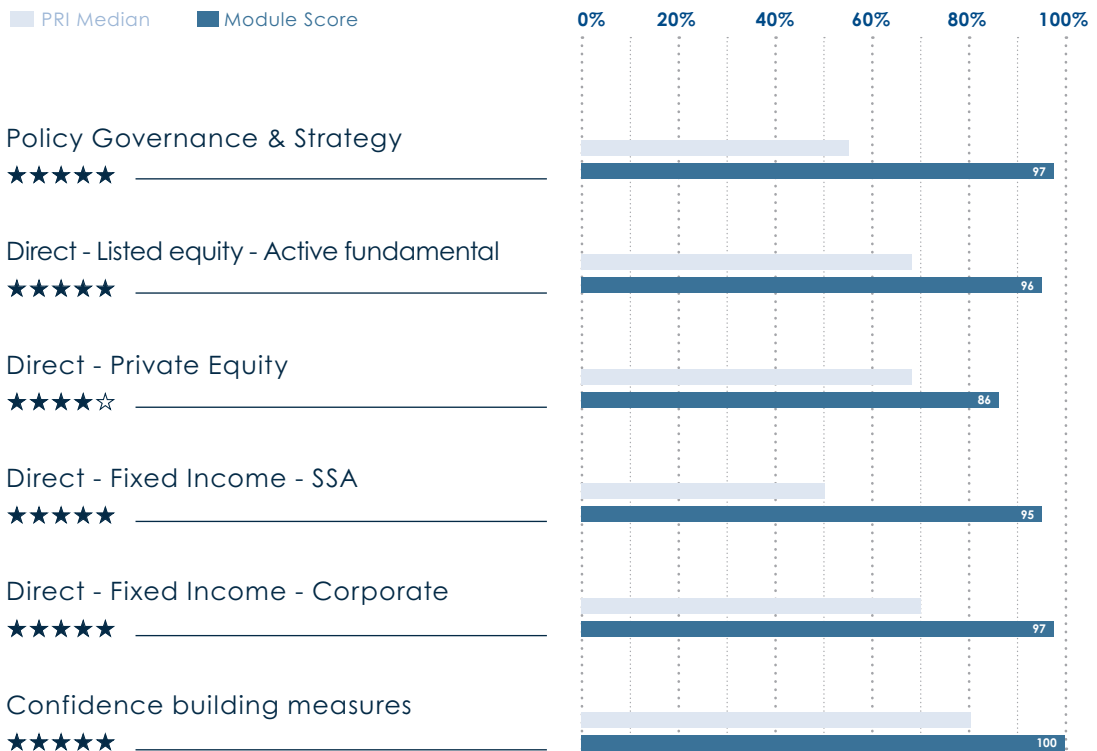


Dedicated Responsible investment training to all Relationship Managers and portfolio advisors.

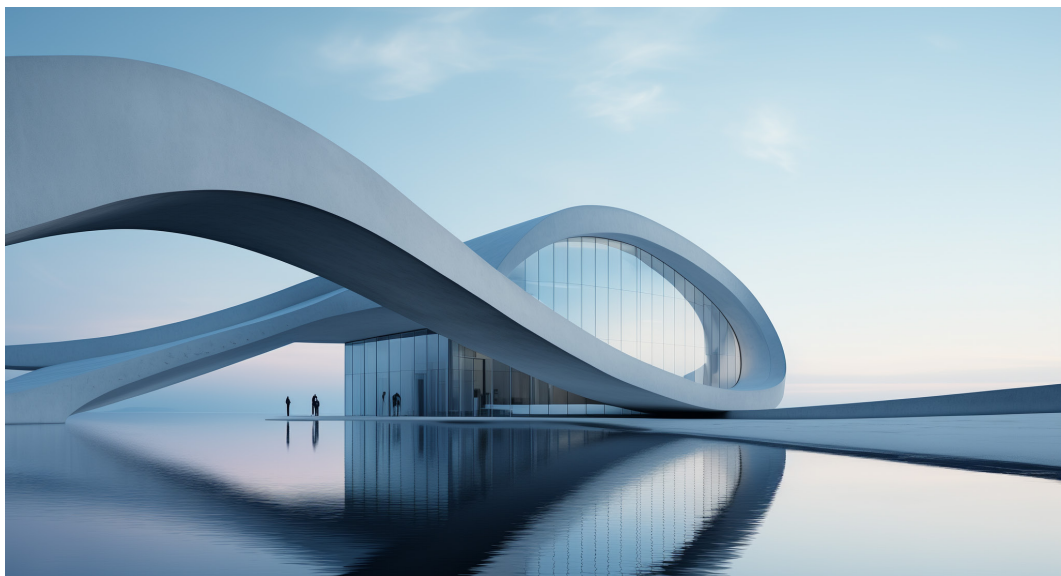


Monthly CSR/SRI welcome day for all new joiners of the Group.

# PRI ASSESSMENT REPORT 2023



☆☆☆☆ 0<=25%   
 ☆☆☆☆ >25<=40%   
 ☆☆☆☆ >40<=65%   
 ☆☆☆☆ >65<=90%   
 ★★★★★ >90%



## INITIATIVES & PRINCIPLES



The SRI initiatives the Group has joined over the years encompass a diverse spectrum of fields, spanning from sustainable finance and climate action to peacebuilding efforts and transparency initiatives. Each of these has its distinct set of objectives, all thoughtfully chosen to align with our core values. Our list of joined or supported initiatives provided below remains adaptable and responsive to evolving circumstances.

The surge in sustainable investment initiatives provides asset managers with a valuable toolkit for navigating the evolving financial landscape. Nevertheless, the key to success lies in prudent selectivity, enabling asset managers, like Mirabaud Asset Management, to focus their efforts on initiatives that best align with their values, investment strategies, and objectives.

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

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





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

**Hamid Amoura**  
Head of SRI



# SOCIAL RESPONSIBILITY



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

Within this pillar, Mirabaud is committed to:

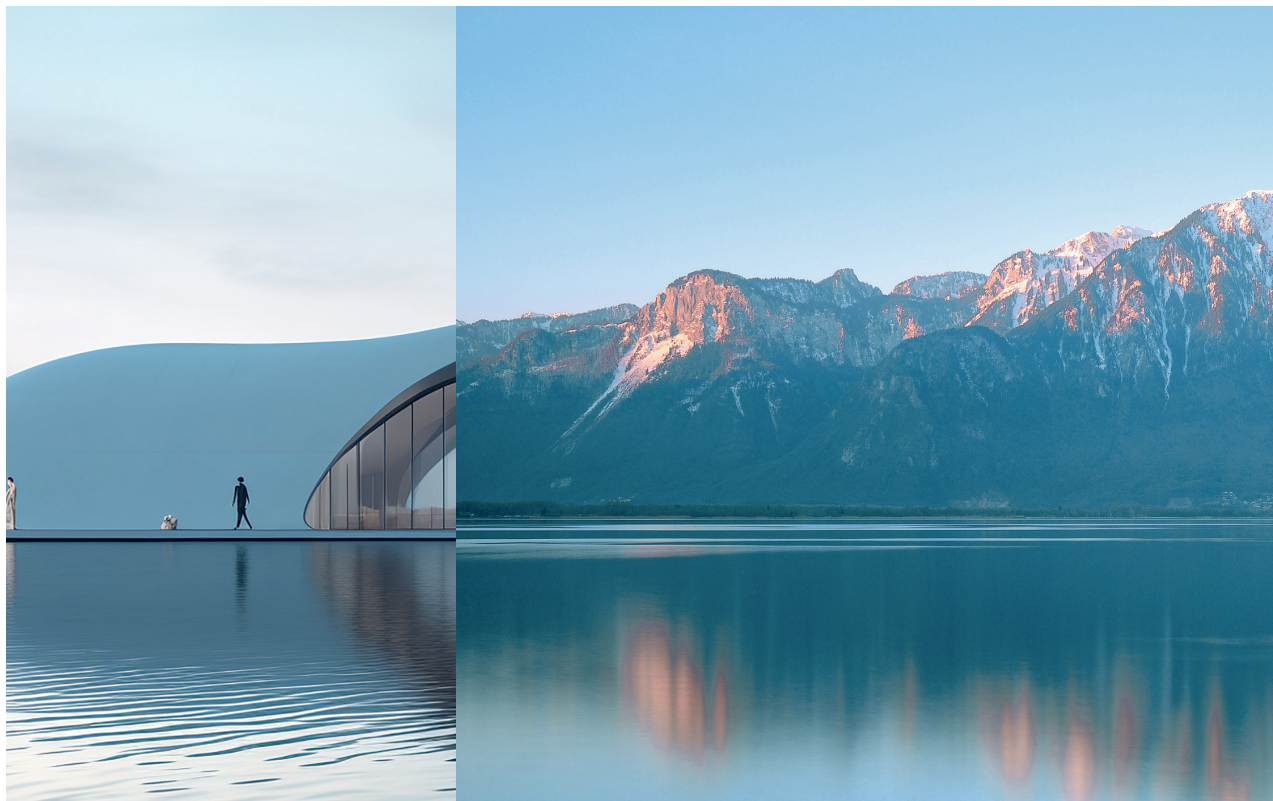
- providing our Employees with a healthy and comfortable working environment;
- retaining, supporting and growing our talent;
- promoting Employee Diversity and Inclusion.

In 2023, we continued to recognize the importance of Diversity and Inclusion living our commitment to being an equal opportunities employer. Thanks to our robust recruitment process, Mirabaud offers equal opportunities to all candidates and Employees regardless of culture, race, religion, age, gender, sexual orientation or disability.

- An important milestone was reached in 2023 with the publication of our Diversity and Inclusion policy which formalizes our commitments to recruiting, retaining and growing the skillsets that best match our requirements across the full talent spectrum.

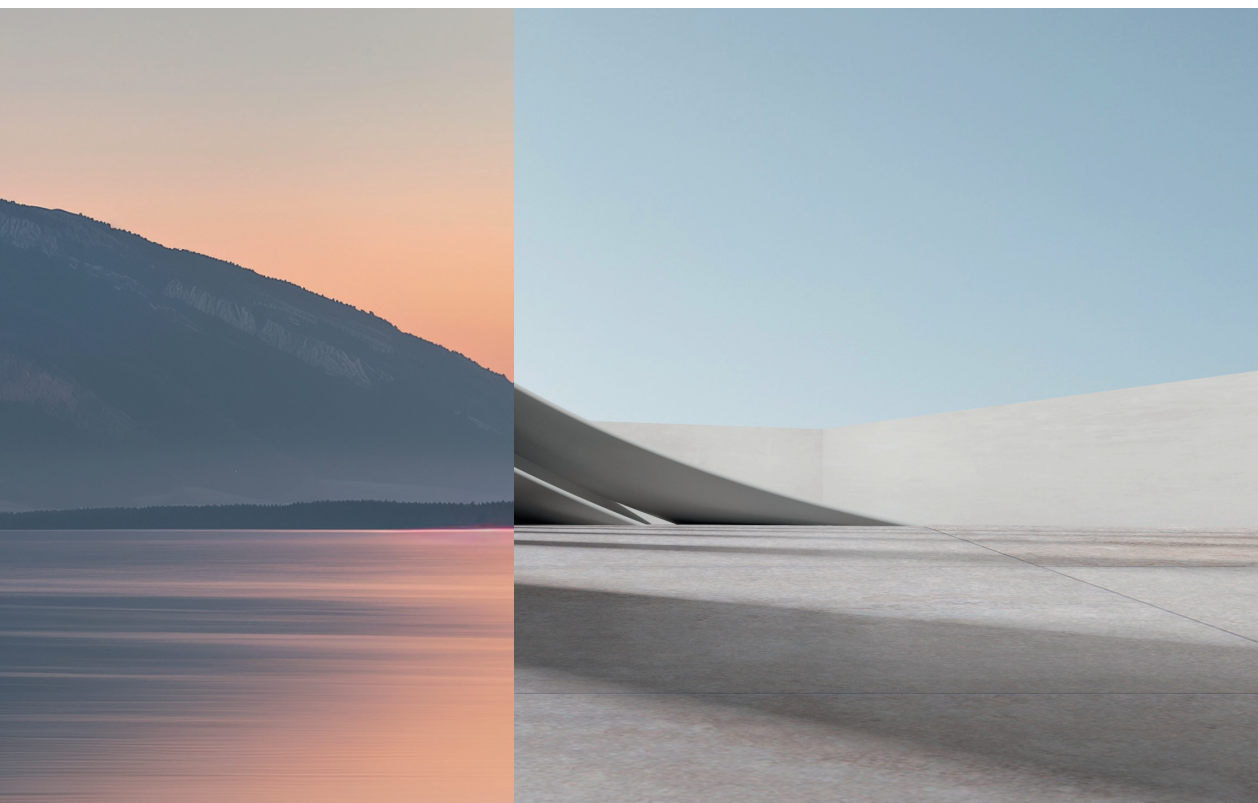
- We recruited both experienced Employees whilst also focusing on fostering our young talent through apprenticeships, internships and trainee programs across the Group. Mirabaud Asset Management in the UK, for instance, participates in the 'Investment2020' trainee scheme, which invests in our grassroots talent with a specific focus on widening access to diverse talent at entry-level roles. In Geneva, we have been running the "Junior Operations Program" with great success, allowing young talent to gain a Bachelor in Business Management whilst acquiring valuable experience in different departments of the Bank.
- The City Hive Cross Company Mentoring scheme was run in 2023 for the fourth year for Mirabaud Asset Management Employees and focuses on the promotion and progression of women and ethnic minorities in the asset management space.
- Our benefits packages aim to support diversity and since January 2021 a paid Paternity Leave entitlement of a minimum of 10 days was rolled out to all Mirabaud Group offices. This is also made available to secondary parents in same-sex partnerships.
- Mirabaud continues to be focused on ensuring equal pay. This is monitored in particular during hiring and throughout the year-end process. In Switzerland, an analysis was completed for bank Employees, which concluded that there is no gender-pay gap.
- The UAE is a great example of our Diversity and Inclusion, employing 19 different nationalities with a total workforce of 32

Throughout 2023, we continued to develop the healthy, fulfilling, and inclusive work environment we want our Employees to evolve in and which will enable them to perform at their best:





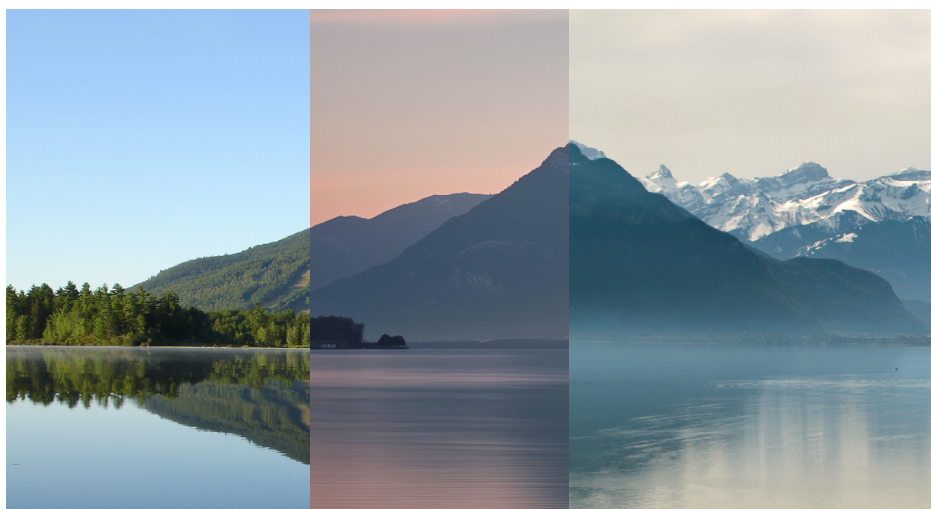
- The Group's Homeworking Policy, launched in 2021, supports flexible working arrangements with up to two homeworking days per week. Conscious that teamworking is a driver of success, we continued to maintain two anchor days on Mondays and Thursdays where Employees know all colleagues will be in the office, thereby allowing the teams to have in-person exchanges and to build their internal network.
- Having moved on from the Covid19-pandemic, the physical and mental health of our Employees remain of paramount importance to us. Specific measures, including the Employee Assistance Programs (EAPs) accessible at different Mirabaud offices are in place.
- The Group's Employee-run association is a key part of our DNA and its purpose has been expanded to integrate charity work with the existing social and cultural events. In order to reflect its expanded purpose, the association was renamed Mirabaud Charity and Leisure Association (MCL). Since 2022, all permanent Employees of the Group have the opportunity to suggest, organize and participate in charity events with their colleagues. For this purpose, the Partners provide Employees with one working day per year. The charity work in 2022 and 2023 has been dedicated to the theme of water, with a new theme chosen every two years. The local chapters of the MCL were busy organizing both charity and leisure events in Geneva, Zurich, Basel, Luxembourg, Madrid, Barcelona, Dubai and Montreal. The MCL continues to be highly appreciated by our Employees as it plays a central role in connecting Employees across our departments and business lines while exploring sports, cultural activities and charity.



Mirabaud remains fully committed to developing a continuous learning culture. We encourage our Employees to continue to build skills, knowledge and capabilities throughout their career with us, for instance by pursuing the CFA Certificate in ESG Investing. This allows our Employees to keep pace with the demands of their role, whilst building their confidence and ensuring their continued employability in the face of the fast pace of change experienced by the financial services industry. It also ensures that we stay ahead of the curve and keep up-to-date with the latest developments on industry practices.

- Since 2021, we partner with language institutes in different locations to offer our Employees individual tuition to grow their language skills. Moreover, we have built training programs to offer access to the latest technical, business and leadership skills.
- The Group Leadership Program is in place to enhance the capabilities of our Managers across the Group. This program provides training to all of our managers on recruitment, performance development and leadership through three one-day workshops (maximum 12 managers) and individual coaching sessions as a follow-up. It is designed to provide our managers with a pragmatic tool-kit and to ensure that they share a common language and understanding of what is expected from them.
- We continue to build out our mandatory e-learning offering.
- The SAQ certification and re-certification remains a key component to ensure that our Swiss-based Relationship Managers and Investment Advisors continue to develop and update their technical competencies.

Our diverse, multi-location and multigenerational workforce is a key strength, which provides us with a strong foundation on which to continue to build. We recognize the importance of supporting the health and wellbeing of our Employees, and we are fully committed to further develop related initiatives and events in 2024 and beyond.



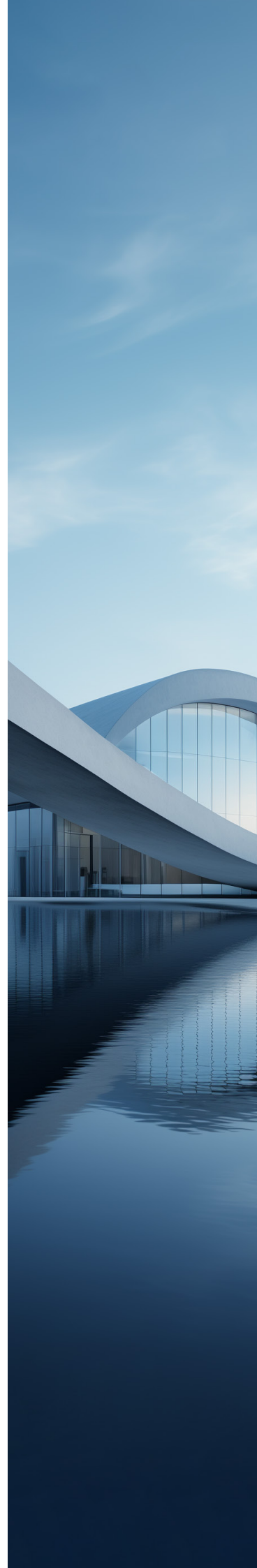


“At Mirabaud, we are committed to hire, retain and grow the best talent the industry has to offer; qualified talent is the basis to the personalised and excellent service and products we offer our Clients. Both Diversity and Inclusion play an important role for us in this mission.

In our industry, talent is sometimes scarce and the competition for it is fierce. Ensuring that everyone, no matter their age, gender, ethnicity, religion or sexual orientation, can find their place and feel welcome at Mirabaud supports our ability to attract and retain the best talents.

Our hiring policy and process enable talent selection based on the maxime of finding the right skillset for a given role whilst valuing different backgrounds and experiences. That is why we recruit across the full talent spectrum by finding the skillset that best match our requirements, regardless of religion, ethnic group and gender. Our Group zero-discrimination recruitment policy safeguards this approach.”

**Natalia Mensdorff-Pouilly**  
Group HR Director





# ENVIRONMENTAL RESPONSIBILITY



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

Within this pillar, Mirabaud is committed to:

- preserving natural resources;
- understanding its impact on the environment and limiting it;
- optimizing its waste management practices.

Companies operating in the financial industry have a relatively limited direct impact on the environment. Nonetheless, the Mirabaud Group acknowledges the importance of understanding its carbon footprint and contributing to the climate transition. Our Group is fully committed to doing its part in this global challenge.

In 2021, Mirabaud formalized the Group's climate action plan based on the insights gained from the initial carbon footprint measurement conducted in 2020 at Group level. We spot the highest contributors to our internal CO2 emissions and assessed how and when to best address them.

We conducted a further measurement of our carbon footprint in 2022 which enabled us to assess progress achieved since our first carbon footprint measurement and to validate for the next steps for Group operational emissions reduction.

Based on our climate action plan, formalized in 2021, we continue to take action on the highest contributors to our scope 1, scope 2 and scope 3 CO<sub>2</sub> emissions which are:



Business  
travel



Fuel and energy  
consumption



Employee  
commuting

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

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

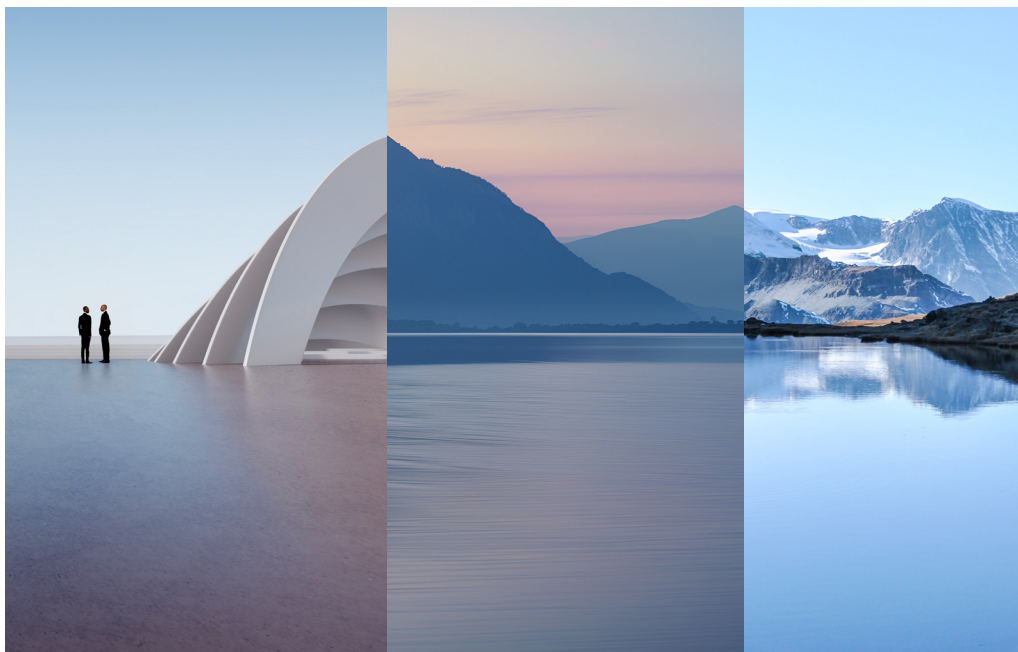
- In Geneva, we provide a subsidy to the annual public transportation card and in Dubai, our Employees are eligible for a free Metro Card. Furthermore, UK-based Employees have the opportunity to apply for Season Ticket loans to assist with public transportation costs, while in Spain our Employees are able to take advantage of tax efficient transportation costs.
- In addition to the Cycle-To-Work scheme in London, we support Employees who wish to cycle to work on a regular basis by providing secure bike storage and shower facilities in many of our locations.

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

- We therefore work towards switching the energy supply of our headquarters to in-house solar energy and reached an important milestone for this project in 2023 by obtaining the building permit for the solar panel installation and plan to get the installation live by 2025.
- We remain committed to increasing the energy efficiency of our buildings; improvements include the replacement of inefficient light bulbs with LED technology to decrease electricity use for lighting, as well as improvements in thermal insulations to decrease energy used for cooling and heating.
- As part of our environmental strategy, we continued to favour green energy wherever possible.
- Along our actions to measure and reduce our Carbon emissions, we actively support the Swiss Climate foundation whose mission is to promote climate protection and strengthen Switzerland and Liechtenstein as business locations. We also partnered with an agri-tech company to capitalize on soil carbon capture; this enabled us to contribute to the reduction of our CO<sub>2</sub> emissions with quality projects.

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

Looking ahead, we will continue to focus on the management and reduction of the carbon footprint of our operations, and take necessary actions to meet carbon targets in line with our CO<sub>2</sub> action plan. We will also further identify, monitor and act on our environmental impact, especially focusing on climate transition, waste management and preserving natural resources.



## SELECTED HIGHLIGHTS FOR OUR GENEVA HEADQUARTERS

### Three Main contributors to our carbon footprint



Business travel



Fuel and energy consumption of RE facilities



Employee commuting

---

### Selected measures



Energy savings thanks to Real Estate improvements



Green energy favoured when possible



Paper savings and waste management thanks to recycling bins in place



Bees on rooftop

---

“Thanks to the Group’s recurring carbon footprint measurements, we are able to assess progress towards our CO<sub>2</sub> reduction plan. We know that we need to put the focus on business travel, real estate energy consumption and Employee commuting when addressing our CO<sub>2</sub> emission as those are the highest contributors to our carbon footprint. We therefore keep working on accelerating dedicated Real Estate initiatives where renewable and clean energy is key, invest in video-conference infrastructure and encourage our Employees to favour green mobility when travelling for business and commuting to the office.”

**Stefan Blechschmidt**

Head of Logistics

# SOCIETAL RESPONSIBILITY



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

Within this responsibility pillar, Mirabaud is committed to:

- Supporting and participating in local initiatives that align with diverse interests like contemporary art, benefiting Clients, Employees, and communities while reflecting core company values.
- Championing emerging talents across various fields, nurturing their pursuit of excellence—a cornerstone of Mirabaud's philosophy.
- Conducting annual Charity Day events worldwide, encouraging staff participation in donations, fundraising, and other personal engagement activities.
- Advancing philanthropic efforts, particularly those aimed at promoting peacebuilding.

Mirabaud actively supports cultural enrichment and community integration through ongoing cultural projects and showcasing its global contemporary art collection.

For many years, Mirabaud has been associated with projects and events in sports and culture. To share its values with the surrounding communities while promoting excellence, the Group builds on its support of the Bol d'Or Mirabaud – the largest inland regatta, with 10,000 visitors per day during 2022 – or the Centre Pompidou in Paris (close to 130,000 visitors for the Picasso exhibition sponsored by Mirabaud), as well as on the international display of its own contemporary art collection.

We believe in the power of art to inspire creativity, innovation, and social interaction, maintaining that art is most impactful when accessible to wide audiences, thus enriching community life. This approach helps us connect with a broader demographic, fostering a deeper appreciation for cultural diversity and artistic expression.

Mirabaud consistently supports rising talents, providing them with the resources needed to achieve their aspirations. The company motivates its Employees to actively participate in community projects, dedicating a day to volunteer for causes they are passionate about.

An additional 2023 highlight was the Hénokiens' congress organised by Mirabaud in Geneva. In 2022, shortly after having celebrated its bicentenary, Mirabaud joined this exclusive circle of economic entities well positioned to lead in stewardship of sustainable practices as they are motivated and organised to pursue legacy-oriented goals which enables them to prioritise sustainable practices and long-term profitability over immediate financial returns. The congress recorded unparalleled attendance by regular members and more specifically by Next Gens and allowed the community to share their common challenges and elaborate on their inter-generational approach.

Mirabaud remains steadfast in leveraging finance to solve social issues, focusing on sustainable development and peacebuilding, driven by the enduring humanistic values that have shaped the company's direction for over two centuries. Through these efforts, we aim to demonstrate the positive role that finance can play in global development, striving to create a more equitable and sustainable world.

### Areas of action

- Sports & cultural, engaging local communities
- Supporting the next generation of talent (sports/arts)
- Donations and local staff involvement to charities
- Philanthropy

### 2023 Partnerships

#### Sports

- Bol d'Or Mirabaud
- Mirabaud BaselHead Regatta title sponsor: public event
- Mirabaud Yacht Racing Image
- Brand Ambassador Anaëlle Pattusch (Ocean sailing)
- Brand Ambassador Daniela Moroz (Kite surf)

#### Contemporary art

- Centre Pompidou, Paris – Picasso
- Mirabaud Collection of Contemporary Art – new acquisitions
- MAMCO, Geneva
- Quartier & Nuit des Bains, Geneva
- Geneva Lux
- Zurich Art Weekend
- Fundación Cerezales, Spain
- IACCA

#### NextGen

- Affiliated with the Hénokiens association since 2019, promoting multi-generational business continuity and leadership.
- Local conferences focused on next-generation leadership development.

#### Mirabaud Charity Days





[www.mirabaud.com](http://www.mirabaud.com)

**Disclaimer:** This publication is for information purpose only and is not the result of an independent financial research. Information contained in this publication has been obtained from sources considered reliable. However, no warranty, nor guarantee is given in relation with this publication, in particular, with regard to its accuracy or completeness. Mirabaud & Cie Ltd has not undertaken any legal or tax analysis related to the information contained herein. Clients should seek their own independent advice on such matters. Any investment decision must be taken on the basis of a detailed and appropriate analysis; this publication should not be considered as the relevant information to take an investment decision. Past performance does not guarantee or predict future performance. [www.mirabaud.com](http://www.mirabaud.com)

Discover more

