



SUSTAINABILITY REPORT
AS AT 30 JUNE 2022

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AIM OF THIS REPORT

The aim of this report is to disclose and explain the strategy, as well as some of the actions undertaken by ONE swiss bank SA ("ONE"), to become a better and more sustainable company. At its centre lies a strong conviction that any sustainable strategy, and the resulting policies, must begin with honest disclosure and an appropriate governance framework.

This report constitutes a first step for ONE towards our goal of becoming a more sustainable company. It neither claims to be exhaustive, inspiring nor in the vanguard of ESG¹ related developments. It simply provides readers with basic information on our commitment to driving positive change for all our stakeholders: our clients, employees, business partners and society at large.

We want to describe, transparently and unpretentiously, the difficulties and occasional constraints that can be encountered when trying to become a more sustainable company that actively contributes to change.

Our efforts are led by a team of complementary professionals in their field of expertise, each with different roles within the company but united around a common goal. None of them claim to be experts on every single sustainability topic, nor to be thought leaders in this field. Last but not least, this report does not aim to comply with any set of sustainability reporting standards such as the Sustainability Accounting Standards Board (SASB) Standards or the Global Reporting Initiative (GRI) Standards - though we aim to comply with one of these sets of standards by the end of 2024.

¹ Environmental, social and governance criteria



**Commitment
at the Highest Level**

MESSAGE FROM THE BOARD OF DIRECTORS

The Board of Directors fully understands the importance of putting sustainability at the pinnacle of the body corporate and supports the Executive Committee in its sincere and pragmatic approach. It is addressing the issue unpretentiously with realistic goals. To ensure sustainability receives the attention it deserves at all times, the Board of Directors has delegated two of its members to drive forward action and keep track of our sustainability performance. We have a duty to help shape and oversee corporate strategy. This includes the recent approval of the new internal regulations, which clearly state the importance of and the role played by our various stakeholders. With regard to this report, we feel fully at home with the vision and the associated mission.

Following a series of successful mergers, ONE decided in the first instance that it should devote its energy to placing its business on a surer footing and focusing on profitability. Today, we have laid a lasting foundation for ONE as a bank and for its employees. As a consequence, we can now devote the necessary resources to reaching the next stage of our development. We are making headway in terms of sustainability, which is a much-prized area for us, as we move towards our goal of becoming an agent of change. Our ambitions are sincere, free from 'greenwashing'. No ostentatious words. No fuzzy targets. We prefer to take time to achieve our goals and only make promises we can keep.

The purpose of this first report is to tackle the issue of sustainability as it affects ONE – starting with some stock-taking of where we stand, what we have at our disposal, and where we are heading. The next stage will be setting measurable targets in a near future. One issue on which we place importance is continuing to make ONE a gratifying place to work, where people are the focal point – whether our clients, employees or business partners.

We hope you enjoy reading this report.



Geneviève Berclaz



Frédéric Binder



LETTER FROM THE CEO

Our (bumpy) road to sustainability

When I joined ONE swiss bank at the end of 2015, it became quite clear to me that the world was heading towards a more sustainable form of capitalism. The concept of sustainability in the broadest sense was about to come of age and be embraced by the public. Subjects such as climate change were weighing heavily on people's consciences – but without the hype from key leaders that we would see in 2021. You may recollect that COP 21 had just taken place in Paris, and its agreement on climate change wouldn't come into force until one year later (2016). Back then nobody knew who Greta Thunberg was.

At the time we had plenty of work to restructure what still was Geneva Swiss Bank – a tiny operation managing less than CHF 400 million that was hesitating on which business model to follow. Although personally convinced by the urgent need to change our habits and committed to ushering in a more sustainable world, sustainability was not top on our list of priorities, and we lacked the resources to undertake practical measures and participate actively to bring about the changes needed.

Sustainable finance principles did exist back then, though they were less firmly established than today. Switzerland, and Geneva in particular, was naturally a pioneer in that field and remains at the forefront of developments. In 2016, Swiss Sustainable Finance (SSF) made a huge contribution to promoting sustainable investment principles by publishing its first handbook¹ in November of that year. According to a later survey² by SSF, total sustainable investment volumes rose from CHF 142 billion in 2015 to 1,520 billion in 2020 – a more-than-tenfold increase in the space of 5 years.

Together with Loïc Schmid, who was in charge of Asset Management at Geneva Swiss Bank at that time, we made the move to propose investment themes directly connected to sustainability to our clients. We could not apply ESG principles *per se* because of a lack of knowledge, but our intent to propose sustainable investment solutions was sincere. Nobody talked about greenwashing and our offering remained no more than a good intention, as client interest was quite limited at that time. Ultimately, our main contributions to a more sustainable world have been made internally by focusing on how we could do more to protect the environment and create opportunities within society.

Afterwards, ONE started to grow, completing successive transactions in the space of just a few years. Sustainability remained a hot topic for us, both at a personal and corporate level.

However, if mergers and acquisitions make a business grow, and to some extent make it more economically sustainable, they also monopolise your time, preventing you from making progress in other strategic avenues. We had to manage growth, integrate, bridge cultural gaps, adapt offerings, and so forth. Sustainability remained an ambition. As a fragile company fighting to turn around its business we made little progress in that area. Despite that, we relentlessly pursued our chosen path, hiring new talents, such as Lucas Perez, who came to us from the impact investing sector, and Anaïs Frey, to manage our human resources. Our plan was that Lucas would help us team up with firms specialising in ESG or impact investing. We considered applying for B-Corp certification, and we modernised several of our internal policies to align them with today's labour market expectations.

Little by little sustainability moved up our priority list but, relatively speaking, our performance remained far from the strict ESG criteria that were increasingly capturing media attention. It was then that my colleagues Ismael Gonzalez, Pierre-Emmanuel Clément and I decided that it was time to go back to school to deepen our knowledge of sustainable finance. The time had come: we could no longer wait to move forward on this subject, particularly in light of the multitude

¹ Handbook on Sustainable Investments – Swiss Sustainable Finance

² Swiss Sustainable Investment Market Study – 2021 (sustainablefinance.ch)

of environmental challenges coming to the fore – from global warming and the preservation of endangered species to the decarbonisation of business activities, to name but a few. Building on these convictions and our stated commitment, last autumn we completed a certificate with the ISFB (Institut Supérieur de Formation Bancaire)³. This decision was also guided by the change of ONE's status. By merging with Banque Profil de Gestion in June 2021, we moved from being a relatively unknown boutique bank to a listed company on SIX Swiss Exchange. The listing led to additional disclosure obligations. I realised at that point that we were sharing very little information with the market and therefore could not join the SIX SPI ESG Index because we only had a C-rating. This grade reflects a lower level of disclosure as opposed to potential damaging behaviour. That is why we are issuing this report. However, communicating on sustainability is a double-edged sword. On the one hand you have to explain what you are doing with full transparency; on the other, you expose yourself to accusations of greenwashing from the investor public. So how do we resolve the dilemma? The answer is rather simple: you communicate better – with sincerity, integrity and transparency.

During our classes, I realised just how challenging and controversial sustainable investing can be. It is definitely not black or white, but contains many shades of grey. Moreover, the whole exercise implies trade-offs. For instance, which of the 17 SDGs⁴ should we focus on, as one could have a detrimental impact on another. There are no easy decisions. Furthermore, as a small company, you also have to consider multiple other factors such as limited financial and human resources in order to fully embrace change. But the need for a change is definitely there. Not because of the hype, but because I simply believe in Stakeholder Capitalism. I fully adhere to what Larry Fink, Blackrock's CEO, stated in his well-known letter to CEOs⁵: "Stakeholder capitalism is not about politics. It is not a social or ideological agenda. It is not "woke." It is capitalism, driven by mutually beneficial relationships between you and the employees, clients, suppliers, and communities your company relies on to prosper." This is the best response to today's social and environmental challenges. A company, listed or otherwise, can no longer just be a profit-seeking entity; it also needs to be a social organism. There's no alternative to sustainable development. Truly convinced by this idea, my colleagues and I have put in place a task force to define what sustainability means in a company like ours. Together with Anaïs, Ismael, Lucas, Pierre-Emmanuel, Aymeric Converset and Julien Delécraz, we are also defining action steps so we can enter the "game of change". The scale of the problem is such that there is a multitude of things that can be improved, even with scarce resources, to help make the world a better place. I want to believe that we are now well positioned, equipped and organised to accelerate our efforts to join the race towards a sustainable future. I will keep you posted on our progress and the challenges we face along this bumpy journey.

Stay safe and take care,



Grégoire Pennone

A handwritten signature in black ink, consisting of a stylized 'G' followed by a long horizontal stroke.

³ Training | ISFB

⁴ THE 17 GOALS | Sustainable Development (un.org)

⁵ Larry Fink's Annual 2022 Letter to CEOs | BlackRock



Our First Step Towards Sustainability



Each journey starts with a vision of where we want to go. Therefore, as our very first step, we defined a genuine vision of what, as a member of the community, as a company, we want to become in 3 to 5 years' time. We do not have any other ambition than to participate in the vital changes needed to make this world a place in which we can live in the best possible conditions. We do not envision becoming a market leader in sustainability, being a pioneer, or giving others lessons. But we do want to actively participate and contribute by being a responsible employer. Sustainability should be addressed seriously and humbly on the way to making change happen.

To transform ONE into a better company, we first need to raise awareness among the large majority of our stakeholders to enable a better grasp of what is at stake and help them fully embrace the change.

Defining our vision and mission and owning a clear strategy on sustainability is the most efficient way to create buy-in.

We have defined our actions around four main areas of concern:

Business Ethics, Our People, Our Clients and Our Planet

Sustainability is a complex concept of interconnected challenges and problems such as population growth, raw material scarcity, climate change, energy supply and inequalities. All these will affect society over the next 10 to 20 years and could have detrimental knock-on effects. The way in which these future problems interact is not yet fully understood. Helping stakeholders to find common ground ensures that actions are aligned with the same goal. But different stakeholders expect different outcomes, and while their actions may sometimes be mutually supportive, what they do is more frequently contradictory or produces unintended consequences.

In our view, stakeholders should be involved in learning and searching for possible solutions, and this should be iterative. What we learn from trying a solution can be fed back into the process to provide us with new ideas for action and fine-tuning. Continuous dialogue, transparency, accountability and a mutual willingness to accept risks are essential if we are to overcome the challenges ahead of us.

OUR VISION

We aim to operate as a sustainable company that sincerely cares about all its stakeholders and has a limited footprint on the planet.

OUR MISSION

We genuinely care about business ethics, our people, our clients and our planet. We openly embrace the complexity and the ambivalent aspects of sustainability.



Our Corporate Values

Our corporate values represent what we consider to be key in our relationships with others. We are committed to building sustainable relationships with all our stakeholders, based on an understanding of the aspirations and ethics that we share with them.

WE BELIEVE IN...

WE...

Entrepreneurship

- nourishing an entrepreneurial mindset and encouraging our people to take initiative
- expecting a strong sense of responsibility and considering mistakes as learning experiences

WE...

Agility

- continuously seeking agile, efficient and cost-effective solutions for our clients
- being guided in our choices by innovation and a genuine desire to differentiate ourselves

WE...

Determination

- being determined in our actions and in generating sustainable results
- consistently striving to grow our own and our partners' business together with our clients' wealth

WE...

Integrity

- working with our clients and partners in a spirit of partnership, loyalty and transparency
- offering solutions with integrity and conviction while avoiding conflicts of interest

WE...

Accomplishment

- pursuing our goals with passion by supporting the personal development of our employees, clients and partners
- promoting a healthy work-life balance and enjoyment as a key factor of professional accomplishment



Our Key Stakeholders

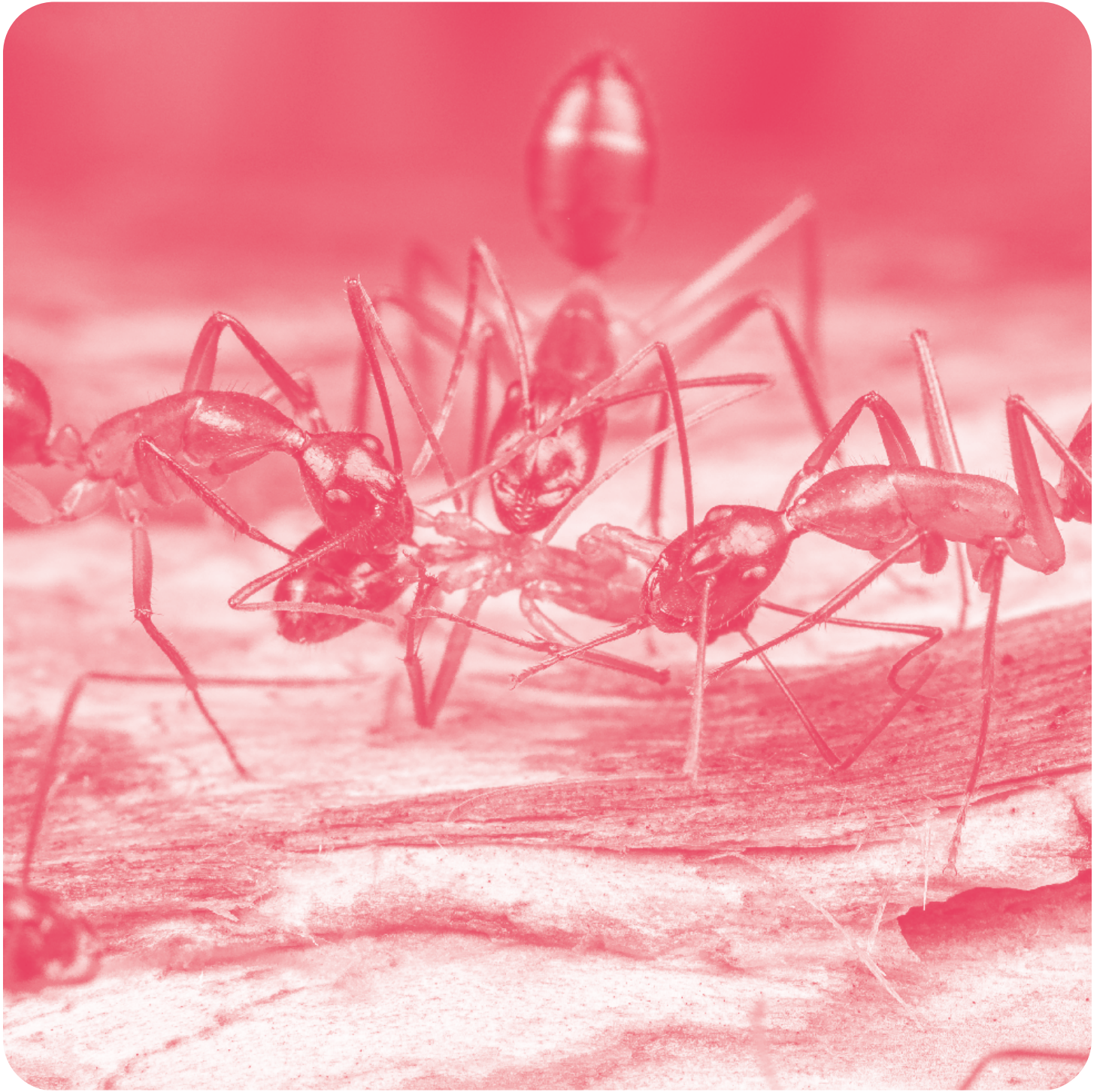
We truly believe that ONE's success relies on establishing trustworthy, respectful and straightforward relationships with all our stakeholders.

We communicate with them in a simple, transparent and understandable way.

We are approachable, open to criticism, and promote systematic dialogue while seeking to engage with our stakeholders at different levels.

Maintaining relationships of equal standing is crucial to how we operate. The following diagram illustrates our interactions with key stakeholders.

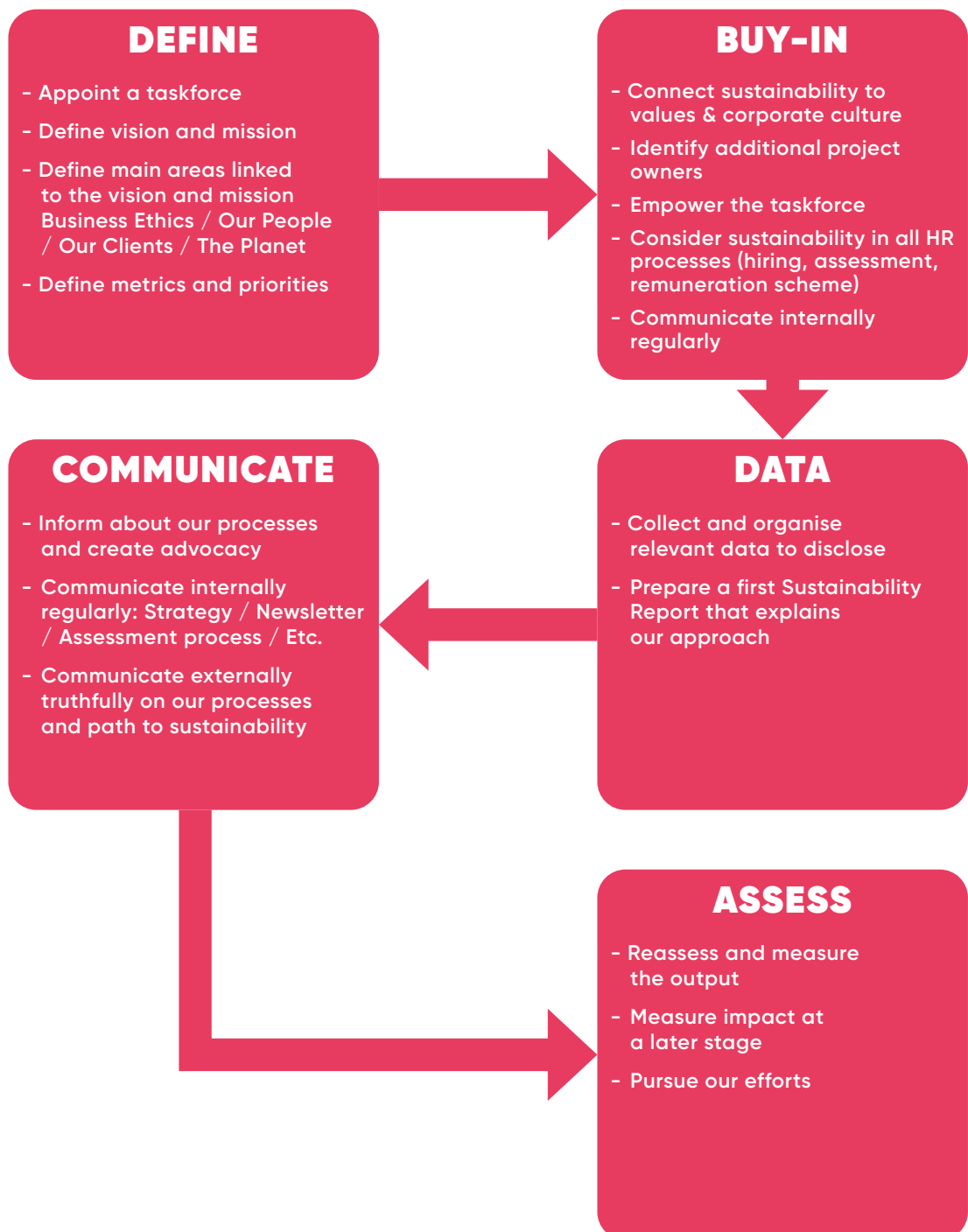




Our Action Plan

We defined five stages on our pathway to becoming a more sustainable company. Even as a journey of a thousand miles begins with a single step, our very first actions have been to:

- put in place a committed taskforce
- define a truthful vision and mission
- gather, review and upgrade existing internal documentation and processes towards increased sustainability
- affirm and defend our corporate values
- bring our business ethics charter to life





Our Areas of Concern

Our actions towards sustainability are organised around four pillars (areas of concern) that address ESG considerations and will be implemented progressively over the coming years.



In 2021 and during the first half of 2022, we focused our efforts on the first two pillars: **Business Ethics** and **Our People**.

(G) BUSINESS ETHICS	(S) OUR PEOPLE	(S) OUR CLIENTS	(E) OUR PLANET
<ul style="list-style-type: none"> Values & behaviours Code of conduct Internal policies (AML, conflicts of interest, insider trading, data privacy, etc.) Board of Directors Salary disclosures Whistleblowing Remuneration scheme ... 	<ul style="list-style-type: none"> Health & safety Non-discrimination, gender equality, diversity Minimum living wage Anti-bullying/harassment programmes Part-time/flex-time Training Internship, transition ... 	<ul style="list-style-type: none"> Customer satisfaction Fee transparency Reporting channel ESG/impact portfolio rating ESG/impact investing solutions Philanthropy ... 	<ul style="list-style-type: none"> Carbon footprint Management Principles for Responsible Investment (PRI) ESG/impact portfolio rating ESG/impact investing solutions Suppliers ...
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="width: 25%; text-align: center;">2021</div> <div style="width: 25%; text-align: center;">2022</div> <div style="width: 25%; text-align: center;">2023</div> <div style="width: 25%; text-align: center;"> </div> </div>			



How We Embrace Sustainable Development Goals

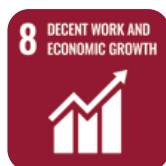
We are advancing toward 2030: the designated deadline for attaining the United Nations (UN) Sustainable Development Goals (SDGs). The SDGs focus on multiple issues such as climate change, equality and healthcare – major challenges for our world now and over the coming years.

As a financial institution, ONE also has a role to play, particularly in raising awareness about the SDGs among all our stakeholders, or by investing our assets and those of our clients to help achieve them.

While all SDGs are of equal importance, as a SME it would not be sustainable to try to contribute to all of them. Supporting SDGs is complex and implies making tough choices about where you can, as an employee, a services provider, or a business partner, have an impact. While our company may have touchpoints with several SDGs, we have decided to focus on the following five goals:



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Ensure sustainable consumption and production patterns



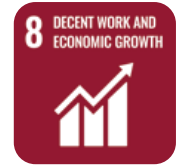
Take urgent action to combat climate change and its impacts



Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development



Business Ethics



WHERE WE STAND

Without ethics, nothing is sustainable. Our ambition is to deliver superior value to our clients and shareholders, to be an employer of choice, and to act as a respected member of the community. To achieve our ambition, the highest level of integrity and professionalism is required. We also recognise the importance of engaging the highest levels of management in what constitutes irreproachable and ethical business practice.

So that ONE can react to possible cases of wrongdoing and breaches, we encourage our employees to report any potential violations to the appropriate reporting line, according to our misconduct procedures.

We value integrity

Loyalty, honesty and moral integrity are values that we champion. We are committed to building sustainable relationships with all our stakeholders, based on an understanding of the aspirations and ethics which we share with them.

We never sacrifice integrity or give the impression that we would. We know that our reputation for integrity, fairness and professionalism is essential to our long-term success as a business. We respect the interests of all our stakeholders (see page 13).

Employment with ONE will not be used for inappropriate personal gain or for securing advantages for the employee or the employee's family members. Personal and other relationships that may give rise to a conflict of interest must always be disclosed and any situation that brings about, or even appears to bring about, a conflict of interest between personal interests and the interests of ONE must be avoided. If such a situation cannot be prevented, the concerned employee must refrain from taking any action or decision, and must hand over the case to a non-conflicted employee. We deem the non-correct identification and handling of a conflict of interest to be employee misconduct.

The behaviour of any employee must always be in line with the role and responsibilities as defined in the relevant job description. Employees are not allowed to interfere with the role and responsibilities of other employees or to exert undue pressure on other employees with the goal to have them act outside of their remit.

We comply with the law

We respect all laws, regulations and best practices in force, in particular with regard to anti-money laundering (AML), corruption, conflicts of interest, data privacy, labour laws, disclosure obligations and insider trading.

Violations of internal or external policies or rules are not tolerated, and appropriate disciplinary and remedial action is taken. This applies to employees who do not perform their tasks with appropriate care as well as to line managers who fail to supervise properly or who tolerate or foster a climate of misconduct.

We respect others

We respect fundamental human rights and actively work to foster a climate of trust and close cooperation, free from discrimination between colleagues and with clients.

We treat our clients, colleagues and other stakeholders fairly and respectfully. Respect also means appreciating diversity among employees with their varying perspectives, talents and contributions. Such diversity enriches our value proposition to our clients as well as our working environment.

We are also committed to communicating with our stakeholders in a fair, accurate, transparent, professional and timely manner.

We strive to position ONE as an employer of choice by creating a work environment that:

- ensures equal opportunities for all employees
- values the efforts of its employees and ascribes rewards based on a competitive remuneration system that is fair and objective – encouraging long-term performance and sustainable success instead of short-term gains
- is safe and free from discrimination, harassment or retaliation
- promotes effective internal communication, both top-down and bottom-up
- has an “open door” policy that gives every employee access to management
- is cooperative and collaborative – encouraging relationship-building with colleagues to achieve shared goals
- has a community feel – where employees care about each other, enjoy working together, and collaborate professionally
- provides access to a trusted person

We care for our planet

We are strongly committed to reducing our environmental footprint on a daily basis by having an environmentally responsible attitude, reducing waste and optimising energy consumption.

We care about privacy

We observe full confidentiality with regard to all information under the provisions of rules on banking and business secrecy. We exercise the utmost vigilance when using work equipment (at work or outside of work) with regard to the risks associated with cybercrime.

We consider client confidentiality as paramount and aim to protect it at all times. We never share client information with anyone, unless we have the client’s express permission or are legally bound to do so. We do not disclose any non-public information concerning our clients, transactions, ONE or any employees, unless required to do so by law.

We use suitable methods to control and monitor the storage and the internal and external transfer of confidential and sensitive information. We share such information internally with appropriate discretion, on a strictly need-to-know basis.

We never use insider information illegally.

DISCLOSURE OF REMUNERATION

In March 2022, we published our 2021 Remuneration Report in compliance with the company's Articles of Association, the Ordinance against Excessive Remuneration with respect to Listed Stock Corporations (OaEC) of 20 November 2013 (effective 1 January 2014), the Swiss Code of Obligations, the Swiss Code of Best Practice, and the provisions contained in SIX Exchange Regulations.

AUDIT AND NON-AUDIT FEES

All audit fees were fully disclosed in the 2021 Annual Report, published in March 2022.

GOVERNANCE - BOARD OF DIRECTORS

As at 30 June 2022, the Board of Directors consisted of five non-executive independent members*, with a woman at its helm. At ONE, we believe that the perspectives and ideas that independent members bring far exceed any of the constraints. We believe that such a board is an essential instrument for accountability, transparency, growth and strategic drive. One key benefit is the diversity of opinions and their ability to complement and challenge the decisions of our Executive Committee on the strength of their own backgrounds and experience. This represents genuine added value in terms of governance.

Two of the five members of the Board of Directors, Geneviève Berclaz and Frédéric Binder, oversee ONE's ESG activities at Board level.

Geneviève Berclaz*

Chair of the Board
Chair of the Remuneration
Committee
Nationality: Swiss

Geneviève is a seasoned professional, trained and experienced in corporate governance and identifying and managing regulatory risk, with more than 20 years' experience. She has worked with regulators, audit firms, and the Federal Finance Administration. Geneviève sits on the boards of other financial intermediaries. She is licensed to practice law.

Frédéric Binder*

Board Member
Member of the Audit & Risk
Committee
Nationality: Swiss

Frédéric is a lawyer and independent non-executive director. Previously he held senior positions in two private banking institutions both in Switzerland and abroad. With over 25 years of experience he brings a pragmatic and solution-oriented expertise in legal, regulatory and business matters. He holds a law degree from the University of Geneva and a Master's in European law from the Université Libre de Bruxelles.

Alessandro Bizzozero*

Board Member
Chair of the Audit & Risk
Committee
Nationality: Swiss

Alessandro has over 30 years' experience in banking and regulatory fields. Amongst other distinguished positions, he is the former Director of the CAS in Compliance Management and Lecturer at the University of Geneva, as well as a Lecturer at the University of Applied Sciences (HEG ARC) in Neuchâtel and at the Centro Studi Villa Negroni in Lugano. Alessandro holds a doctorate in law and is licensed to practice.

Jean-Claude Favre*

Board Member
Member of the
Remuneration Committee
Nationality: Swiss

Jean-Claude has held senior positions across several international banking institutions for 25 years, where he has brought to bear his expertise in the areas of corporate strategy and corporate organisational models. He holds a Master's degree in Mathematics from the Swiss Federal Institute of Technology Lausanne (EPFL) and a Master's degree from Lausanne University's Faculty of Business and Economics (HEC).

Roland Müller-Ineichen*

Board Member
Member of the Audit & Risk
Committee
Nationality: Swiss

Since 2009, Roland has served as an independent director on the boards of several Swiss and foreign financial companies, which has reinforced his already thorough understanding of corporate governance and the banking industry. Before that, Roland worked for 12 years as lead partner in charge of financial and regulatory audits for several national and international banks, securities dealers and fund management companies in the audit department of KPMG in Zurich. He is a Swiss Certified Public Accountant, an expert auditor (Federal Audit Oversight Authority) and a qualified financial expert.

* independent member according to FINMA definition

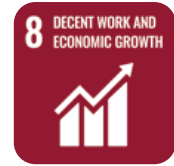
WHERE WE ARE HEADING

For the coming year, we aim to make progress in the following areas:

- Increasing diversity at Board and C-suite levels
- Using at least one objective connected to our vision of sustainability when determining the variable remuneration of top executives
- Formalising reporting and whistleblowing channels



Our People



OUR COMMITMENT TO OUR STAFF



Flexibility

Our stakeholders expect us to achieve our objectives – not that our employees clock up a certain number of work hours. We mutually commit to providing our employees with the flexibility they need to organise their working time in a responsible and entrepreneurial way to achieve the targets we set together efficiently.



Empowerment

Entrepreneurship is a key component of our culture. Each employee is a stakeholder in ONE's corporate mission and success. As part of this commitment, we encourage and support all teammates' initiatives and ideas that help us collectively achieve our goals.



Fulfilment

At ONE, fulfilment at work is a right, not a privilege. A happy employee is an efficient teammate who offers the best version of themselves. We work in a climate of mutual respect in which emotional and collective intelligence are encouraged. Work-life balance is a key factor behind professional accomplishment.



Trust

Employees are not just employees – they are also our stakeholders. Mutual respect and trust drive our working relationship at all times.

WHERE WE STAND

People are at the centre of all ONE's activities. Trying to understand and meet their needs and ambitions is a fundamental aspect of how we manage our bank. We strive to create the right conditions for everyone to achieve their full potential.

Concretely, in 2021 we offered the following conditions to our employees.

- FLEXIBILITY**
- No fixed working hours
 - Individual and trust-based time management
 - Self-management of resting time
- EMPOWERMENT**
- Challenge to put forward new ideas and innovative proposals
 - Flat hierarchy and facilitated access to executives
 - Opportunity to achieve professional goals in leadership roles
 - Co-working approach and skills sharing
 - Team-based projects
 - Community days
 - Internal and external training programmes
 - Internships, transition programmes
 - Employee representative group

FULFILMENT

- Top-flight working conditions
- Non-discrimination and equal treatment for all employees
- Satisfaction measurement
- Light-caster (whistleblower scheme) and individual support measures (trusted person)
- Possibility to take up to five additional days off
- Extended maternity and paternity leave
- Attention paid to work-life balance
- Support for personal entrepreneurial projects
- Alumni gathering

TRUST

- Possibility to work from home to manage personal constraints
- Support for personal entrepreneurial projects outside of work time
- Attendance at social events

We actively promote work-life balance as a key factor in professional fulfilment and work with respect to creating the right conditions for everyone to achieve their full potential.

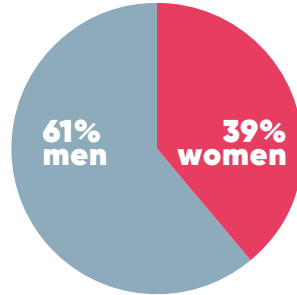
Employee testimonies on fulfilment at work

Scan this QR code
to view the video

Staff composition

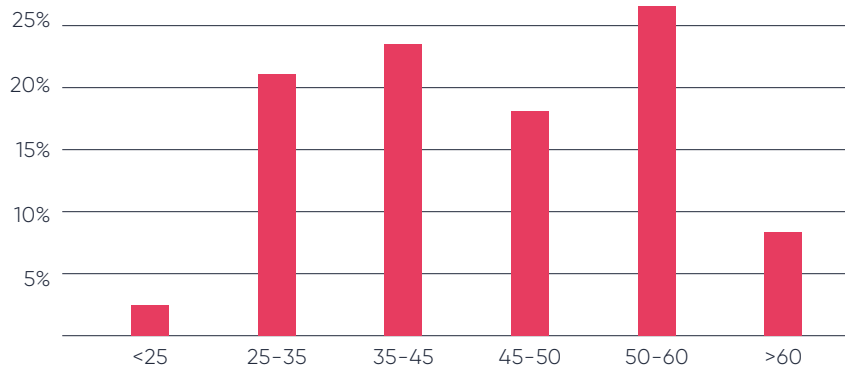
Gender distribution

Equal opportunities for women and men is a key focus for us. We recognise the positive impact of gender diversity on the performance of our teams and the company at large.



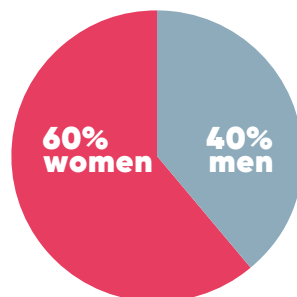
Distribution by age group

As a responsible employer, we attach a great deal of importance to giving new talent a chance and recognising the expertise and added value of people over 50 to ensure efficiency and knowledge transfer.



Part-time working

We have a fairly equal distribution in part-time work between women and men.



Satisfaction survey

Our satisfaction survey, which was sent out to all employees at ONE in November 2021, aimed to identify areas of satisfaction and dissatisfaction as well as garner suggestions for improvement. It was essential for us to collect our employees' impressions. We are convinced of their added value in the development of a corporate culture that values both personal development and efficiency. Following data collection, the main points raised and actions planned were as follows:

- Remuneration was one of the sources of dissatisfaction at the time of the survey. Significant work on salary reviews and adjustments was therefore undertaken. In December 2021, employees were already satisfied with the initial measures proposed.
- The working atmosphere has emerged as a significant factor in job satisfaction. We planned specific actions in 2022 to promote cohesion and mutual understanding between employees (community days, team building and social events, etc.).
- The survey did not reveal any significant problems relating to work overload. However, we are working with certain teams to address specific concerns.
- Employees were generally stimulated by their work and are happy with ONE's growth.
- Certain employees commented that improvements could be made in the communication of strategic goals and in their relationship with their line manager (e.g. lack of feedback). We will continue to improve internal communication, in particular with the launch of an intranet in late 2022, plus dedicated training for managers and the introduction of a feedback culture.

My work is stimulating

→ **93%**

of employees agree

My work is well organised

→ **90%**

of employees agree

My workload is acceptable

→ **80%**

of employees agree

My work schedule is flexible

→ **70%**

of employees agree

Internships

7 interns in 2021

We are proud to support young talent by offering people their first job. Giving students the opportunity to launch their careers and gain practical experience is of immeasurable value. And it is not just the extra pair of hands that makes an internship valuable; it is also the fresh perspectives and innovative ideas that they contribute – often helping to disrupt organisational complacency.

Furthermore, we know that in addition to the added value interns bring, there are many benefits to participating in a well-designed, paid internship programme. From the opportunity to apply classroom skills in the workplace to learning business and communication skills, interns can explore professional interests related to their personal and professional development.

Lastly, we are about to sign a cooperation agreement with the Geneva School of Economics and Management (GSEM) of the University of Geneva. We have committed to taking on one intern per year and to accompanying them in the completion of their undergraduate or graduate thesis.

4 questions to Charles Karamoko

Student majoring
in Business
Administration at
the University of
St Gallen

Internships with
ONE: July 2021
and June to
October 2022



1 Why were you interested in being an intern at ONE and what skills/experiences did you hope to gain?

"I heard about ONE swiss bank through a personal connection and thought it would be the ideal place to gain initial experience in the financial sector and to better understand the Swiss banking system. I also wanted to expand my network."

2 How would you describe your first days and the work environment?

"After receiving clear guidelines and instructions during my first working days, I was quickly given a lot of independence and freedom to manage the projects I was assigned. Afterwards, I had regular catch-up meetings with my superiors. The working environment is flexible and allows for real exchanges and interactions between colleagues."

3 What adjectives would you use to describe the company culture?

"Modern, family-like and trusting."

4 In general, what do you look for in an employer?

"I would like to work for an employer that is transparent and promotes open communication and trust-based relationships. I also wish to be given responsibilities that I care about so that I can be driven by a sense of purpose."

Training opportunities

To ensure we continue to provide high-quality services, we invest in our employees. Maintaining and regularly improving their knowledge and skills is essential to us achieving this goal. The Human Resources department sets – together with senior management – a balanced yearly training plan with a broad array of training opportunities, including soft and hard skills, from internal and external trainers, spanning both online and in-person sessions.

- All relationship managers attend mandatory training sessions on various topics (compliance, investment, etc.) during the year
- All of ONE's employees attend advanced training courses provided by Indigita. These sessions are comprehensive and guarantee a solid level of learning on compliance issues
- 3 employees successfully completed Sustainable Finance training with the Institut Supérieur de Formation Bancaire (ISFB)
- 4 employees obtained the Certified Wealth Management Advisor (CWMA) qualification
- 1 employee participated in The Swiss Triple Impact programme
- All employees undertook training on cyber-risks



Equality and welfare

Two periods of maternity leave, of 20 weeks each, overlapping 2021-2022.

- Maternity leave: 20 weeks
- Paternity leave: 10 days
- Equality: 25 + 5 days annual holidays

“Just call me Dave”

A few years ago, we took the decision to toss out the traditional corporate hierarchy by eliminating most corporate titles. We are leaning towards an ideal that incorporates an organisation centred around self-organising teams who actively drive the entire business forward.

All departments work together to create a self-sustaining whole, with integrity and transparency at the centre. Rigid hierarchies often lead to bottlenecks, and breaking down silos not only saves money but also allows for increased agility and efficiency.

Recruitment

It is fundamental to us that the candidates we select fit in with our culture and values perfectly.

In addition, we implement a rigorous recruitment process, which also includes assessing candidates' skills through business cases, simulations and presentations.

WHERE WE ARE HEADING

For 2022-2023 we want to focus on the following actions to keep improving employees working conditions:

- Increasing paternity leave to 15 business days
- Favouring more soft mobility
- Promoting community days
- Attaining 100% of relationship managers certified CWMA by 2023
- Participation in the charity event Marche de l'Espoir (Walk of Hope) organised by Terre des Hommes Switzerland, raising funds to improve the living conditions of vulnerable children around the globe
- Remuneration scheme










Our Clients

OUR COMMITMENT TO EVEN BETTER CLIENT SERVICE

Our clients' satisfaction and success are at the heart of what we do. We are committed to fostering a relationship based on mutual respect and trust, working in full transparency in terms of both investment performance and fees. We help our clients achieve their goals while at the same time addressing their personal priorities and sustainability objectives.

	ONE for you	ONE with you
 ON YOUR SIDE	We are fully committed and mobilised for your interests	Direct access to experts whose priority is to create value for you
 SOLUTIONS FIRST	We constantly seek for innovative solutions to match your expectations	Based on your needs, you benefit from the most efficient solutions
 DRIVEN BY PASSION	We are passionate about achieving your goals	We build on our shared passion to achieve the best possible results
 RESPECT & TRUST	We are guided by transparency, diligence and integrity in our daily work	Our people-focused approach makes all the difference for you
 CONNECTED	More than just a client, you are to us a partner	We take your aspirations as our starting point and systematically involve you in decisions

WHERE WE STAND

We are open and transparent with our clients. We communicate our fee structure clearly – no hidden fees. Our terms and conditions are also available on our website and e-banking platform. We also carry out recurring and thorough performance reviews with our clients and have also implemented mechanisms to monitor quality and satisfaction.

Our internal policies set strict rules to avoid all kind of conflicts of interest. As a general principle, we do not rely on commission-sharing arrangements and prohibit the consideration of our own interests in our investment decisions. Our clients always come first. As a member of the Swiss Bankers Association, we adhere to the principle of mediation set out by the Swiss Banking Ombudsman. Any clients of ours can address their concerns or complaints either to their relationship manager, who will report them to their line manager pursuant to our internal guidelines, or to the Swiss Banking Ombudsman. All complaints are handled with the utmost care and respect.

OUR APPROACH TOWARDS SUSTAINABLE INVESTING

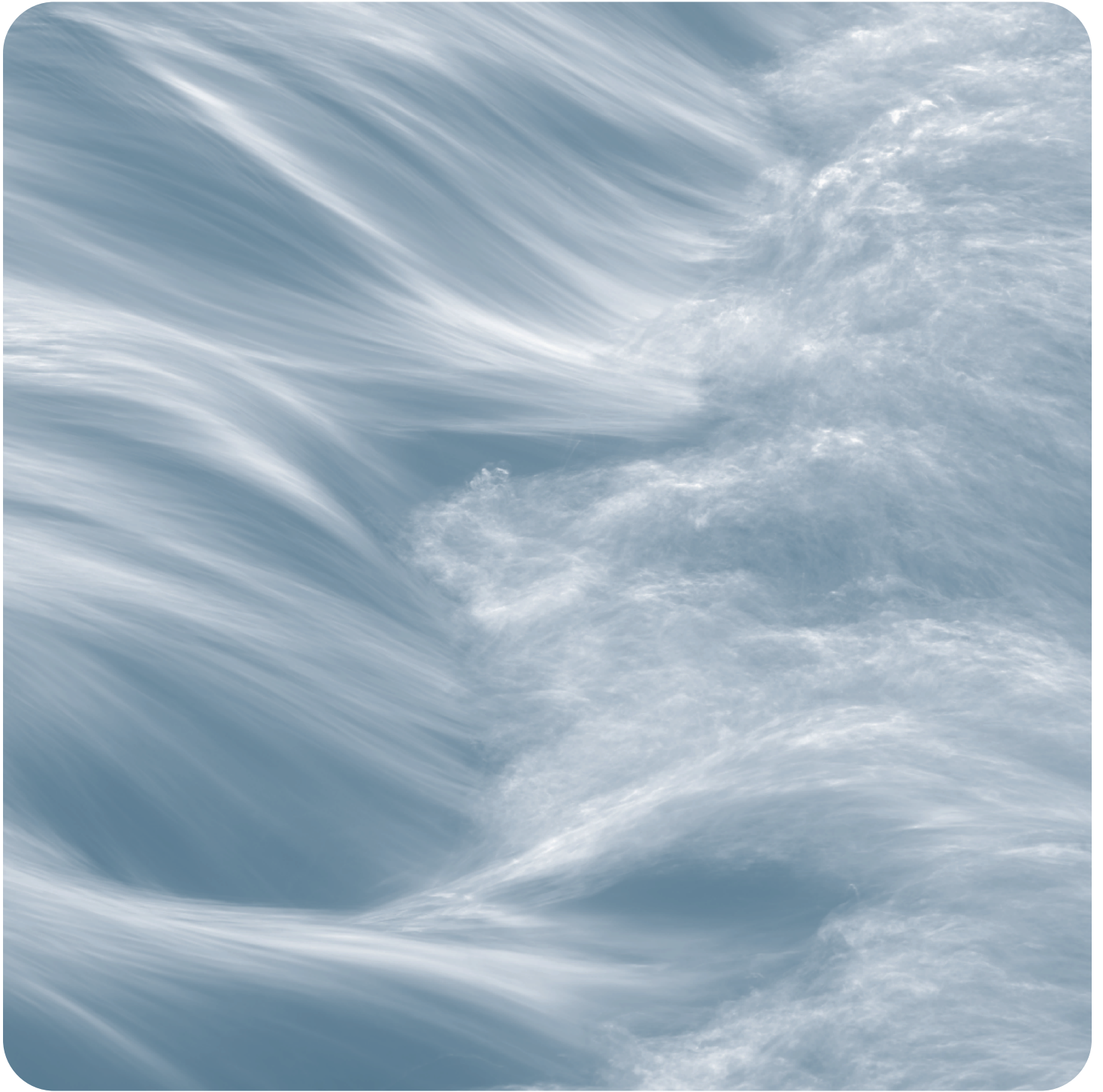
Since 2021, we have been integrating ESG factors into our investment decision-making process.

As at 30 June 2022, we were managing approximately CHF 152 million across different mandates under a responsible investment policy.

WHERE WE ARE HEADING

For the coming year, we aim to make progress in the following fields:

- Continuing to enhance transparency in our work and performances by joining Performance Watcher
- Collecting feedback from clients through polls and surveys
- Becoming a signatory of the UN Principles for Responsible Investments (PRI)
- Increasing integration of ESG criteria into investment processes
- Assessing our internal carbon footprint
- Raising awareness about sustainability among our clients



Our Planet



WHERE WE STAND

All members of our Board of Directors, as well as our Executive Committee, recognise climate change as one of the most significant risks facing our planet and fully support ONE's commitments in this sphere. Climate risk is central to our sustainability agenda. To reduce our energy and environmental impact, we have taken the following measures:

We optimise our energy consumption

- Reducing our digital pollution through various measures explained to employees
- Using energy-efficient light sources
- Encouraging employees to turn off lights when rooms are unoccupied
- Putting computers and screens on standby or turning them off whenever possible
- Favouring use of green energy

We handle waste with care

- Providing waste collection points for sorting and recycling in an environmentally-friendly way
- Reducing paper consumption

We print responsibly

- Using recycled and FSC paper
- Printing in black and white and on both sides
- Avoiding printing emails
- Favouring digital archiving
- Recycling printer ink cartridges

We reduce traveling

- Favouring digital meetings whenever possible
- Promoting home-working to reduce our carbon footprint by cutting down on employees' travel time



Mobility

During the month of June 2022, 12 employees participated in the Bike to Work challenge. Founded by Pro Velo Switzerland, Bike to Work promotes soft mobility by encouraging commuters to travel to work by bike.


Our employees accomplishments in a few figures:

202

days by bike

1842

kilometres cycled

265

equivalent in kg

Our premises

Our headquarters in Geneva are located in the Campus Biotech. The decision to move into these state-of-the-art premises a few years ago was already the result of a desire to combine innovation, modernity and energy efficiency.

The Campus is a model of sustainability. Ever since it was envisioned in 2000, the building had environmental principles embedded at the very heart of its architectural design, not least of which is the use of a 100% renewable energy source: the water from nearby Lake Geneva.

The building is a pioneer in Geneva, using "GeniLac" energy – a ground-breaking and sustainable innovation developed by local energy provider SIG (Services Industriels de Genève), which also developed the Genève Lac Nations (GLN) project, one of the most ambitious "green" developments in Switzerland and indeed Europe.

Using water from the lake as the main energy source for the building significantly reduces the environmental impact of this unique global research centre.

During winter, the lake water is used to heat the building and during the summer the lake water is passed through an inter-cooler to refresh the premises. To date, 100% of the energy required for cooling is renewable, and Lake Geneva water provides up to 75% of the energy to heat the Campus.

Campus Biotech is part in the SIG_Genève éco21 programme to reduce energy consumption and carbon emissions for the whole building. Aligned with the objectives of the Confederation (Energy Strategy 2050) and the Canton of Geneva ("Société à 2000W"), it aims to make Lake Geneva the most energy-efficient region in the world.

WHERE WE ARE HEADING

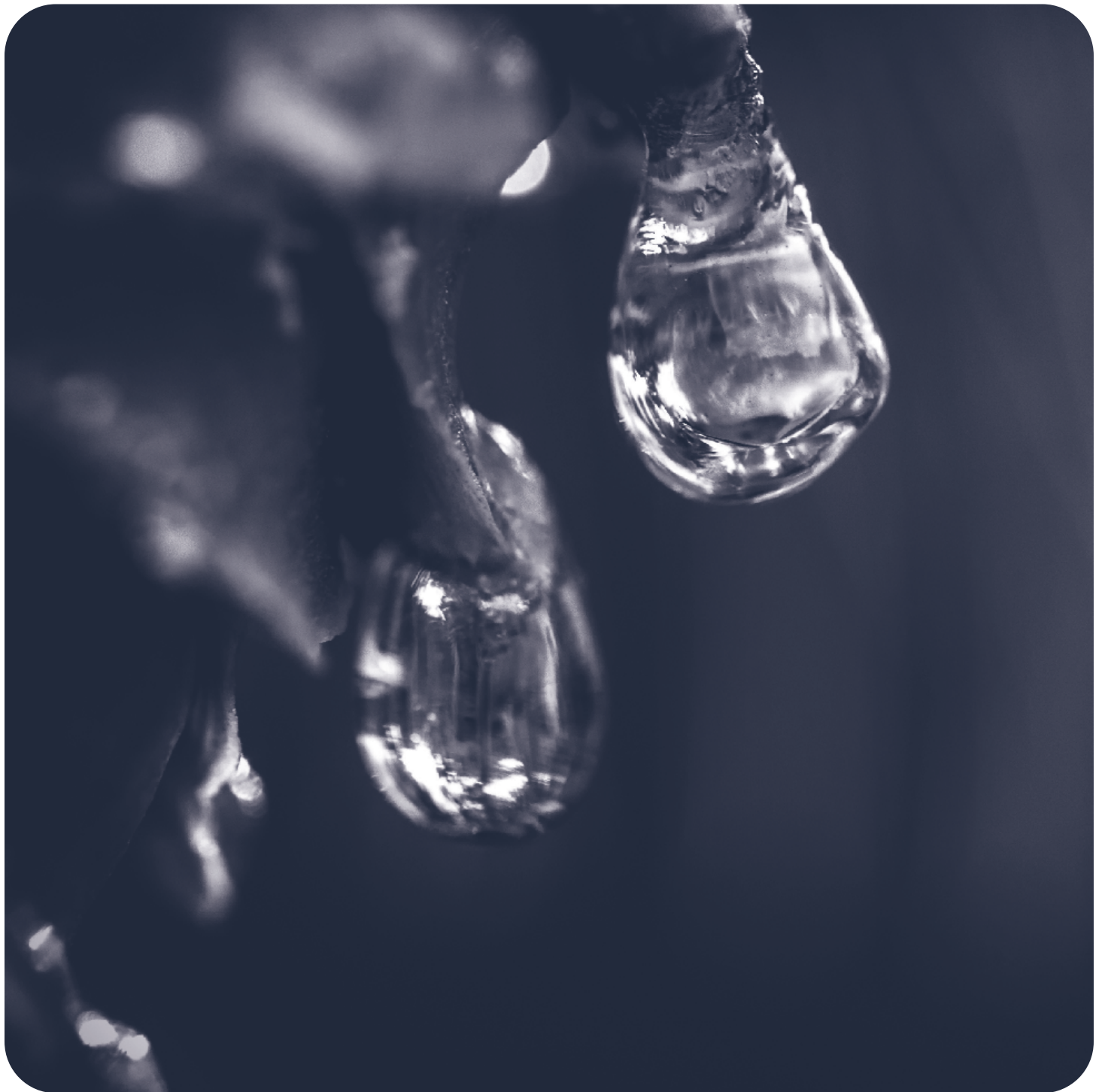
- Favouring more soft mobility
- Internal carbon footprint assessment
- Becoming a signatory of UN Principles for Responsible Investment (PRI)
- Active stewardship
- Sustainability awareness-raising with clients
- Environmental certifications
- B-Corp + Swiss Triple Impact
- Environmental certifications for contractors
- Creating a supplier charter
- Developing sustainable investment solutions
- Integrating ESG criteria into investment decisions
- Participating in volunteering and charity projects with employees

FINAL WORD

Our first Sustainability Report represents a huge step forward in our sustainability journey. We have approached these disclosures with humility, determination and transparency. Our ambitions are modest. We do not intend to change the world or become a leader in this field. However, our role is to actively contribute to help drive the necessary changes in society.

The goal for our next report is to progressively collect more data so that we can better measure our impact and be more specific in our actions. In addition, we aim to adopt a specific set of sustainability reporting standards by 2024.

See you in 2023 for our second Sustainability Report!



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