



Your Swiss Bank

Our sustainability aspiration

At Cembra we generate long-term value by actively considering the interests and expectations of our most relevant stakeholders, by fostering responsible behaviour and practices and by actively contributing to a more sustainable future. We are aware of the impact of our activities and of our responsibilities towards our customers, business partners, regulators, shareholders, employees and communities. In this way, we always aim to adhere to high responsibility standards from an economic, legal, social, environmental and ethical perspective. As a forward-looking business partner, we share our expertise and innovation capacity in order to develop demand-based and reliable financing solutions.

Our commitments:

- As a responsible provider of financing solutions, we ensure the quality and integrity of all our products and services.
- As a forward-looking business partner, we share our expertise and innovation capacity in order to develop demand-based and reliable financing solutions.
- As a credible investee, we adhere to strict governance and risk management practices.
- As an attractive employer, we promote well-being in the workplace, diversity, equal opportunities, and personal development, and we raise our employees' awareness of our environmental and social responsibilities.
- As a good corporate citizen, we contribute to community development and use resources in a sustainable manner while minimising the negative impacts on the natural environment.

This policy statement applies to all employees and is actively shared with contractors, suppliers and other key business partners. Members of the Management Board are responsible for ensuring full compliance with this policy.

Dr Felix Weber
Chairman

Robert Oudmayer
Chief Executive Officer