

valid as of 1 January 2023

# Regulations Diversity and Inclusion Policy



## 1 Purpose

This "Diversity and Inclusion Policy" aims to describe the VP Bank Group's commitment to diversity and inclusion. Consequently, it forms the basis for effective inclusion and diversity management throughout the VP Bank Group and what we believe best supports our business and our people.

At VP Bank Group we believe that diversity in our workforce and inclusion of all our employees are key success factors for our business and form a central part of our corporate responsibility. A diverse workforce helps us to deliver the best possible service to our clients and understand our client's preference in the best possible way.

VP Bank Group is committed to supporting and ensuring an inclusive work environment in which everyone is treated fairly, with respect and dignity. The purpose of this policy is to support and facilitate an inclusive environment that embraces individuality and recognizes the benefits that these differences make.

## 2 Definitions

### 2.1 Diversity

Diversity means that our employees reflect the diversity of the society they are operating in. Diversity characteristics include gender, race, skin color, ethnic or social origin, genetic characteristics, religion or belief, membership of a national minority, wealth, birth, disability, age or sexual orientation.

### 2.2 Inclusion

Inclusion means a corporate culture which appreciates our differences. We want all our employees to feel respected, appreciated and enabled to contribute their strength to best of their ability.

## 3 Key principles

### 3.1 We are committed to avoid any discrimination of employees

We refer to our efforts to promote a diverse workforce and celebrate the value of individual differences while making sure that none of our employees are in any way discriminated against on the grounds of their gender, race, skin color, ethnic or social origin, genetic characteristics, religion or belief, membership of a national minority, wealth, birth, disability, age, civil status, pregnancy and maternity or sexual orientation.

Based on the specifically mentioned types of diversity and beyond, we emphasize an environment that treats people fairly, provides the opportunity to speak up and positively contribute to our cultural and economic progress.

### 3.2 We are committed to increase diversity across all characteristics and levels

We are committed to our goal to promote diversity across all characteristics and levels. We do so to increase diversity of thinking, which we believe supports our competitiveness and

degree of innovation, and because we believe it is the right thing to do. Specifically, we aim to improve gender diversity in our workforce as one of our key contributors to our sustained performance.

In order to achieve these goals, the Bank is implementing various measures, particularly in the recruitment and talent management process.

### 3.3 We are committed to ensure that employees and candidates are provided with equal opportunities

Employees and managers are hired according to strict qualification criteria, regardless of any of the before mentioned diversity characteristics. VP Bank is committed to diversity at every employee and management level and offers all employees equal employment and promotion opportunities. The evaluation of employees' work performance is fair and objective.

### 3.4 We are committed to ensure fair and equal pay

VP Bank's remuneration policy provides a binding Groupwide framework for remuneration practice, thereby ensuring that VP Bank personnel are compensated according to uniform guidelines and that the principle of equal pay for equivalent work is systematically applied.

## 4 Follow-up & Reporting

We continuously review the appropriateness of the policy at hand report, where possible, on related metrics as part of our Annual Sustainability Report.

## 5 Coming into force

The policy was approved by the Board of Directors at its meeting of 15 December 2022. It enters into force on 1. January 2023.



Thomas R. Meier  
Chairman of the Board of Directors



Ursula Lang  
Vice Chairman of the Board of Directors