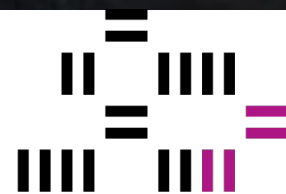




The United Nations Global Compact

Communication on Progress (COP)



Evooq SA - Switzerland
Reporting period 2020-2021

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01 Introduction and statement of support

Long-term thinking is essential if we want to meet our corporate responsibility goals and nothing demonstrates that more clearly than the coronavirus pandemic.

The pandemic has accelerated the digitalization of the world and society, including new ways of working from home, meeting virtually and replacing travel with video conferences. The situation has made it clear that we live in a complex and interconnected world and that digitalization can help overcome the effects of the pandemic and contribute to managing major societal challenges and issues.

Evooq SA is a Swiss-based company that pays considerable attention to societal values such as equality, inclusiveness, flexible working hours and climate protection. Evooq has been a statutory member of the UN Global Compact coalition since the founding of the company.

This report and Communication on Progress reaffirms our support for the ten principles of the United Nations Global Compact in the areas of human rights, labor, environment and anti-corruption.

Evooq SA has been a proud participant in the United Nations Global Compact since the company was founded in 2018. This year we are communicating our detailed progress through the Evooq SA Communication on Progress 2020 report.

Evooq helps wealth and asset managers strengthen their offering and operations, so they can achieve better outcomes for both their businesses and clients. Our team of 150+ experts provides financial professionals with investment technology and services that make their work radically simple.

Each day we hold ourselves accountable to delivering to the highest business, strategic, ethical and environmental standards. We made significant progress towards the 10 Principles in 2020 and we are proud to present them in the current report.

Best regards,

Cédric Ullmo
CEO

Zakaria Zammou
CFO

Principles of the Global Compact

Human rights principles

01

Support and respect
the protection of
human rights

02

Non-complicity in
human rights abuses

Our key focus

Responsible sourcing

Diversity and equal opportunity

Business ethics

Labor relations

Our actions

We prohibit any form of employee discrimination.

We support and respect the protection of internationally proclaimed human rights for all.

Our business code of conduct and supplier agreements are compliant with the core values of the International Bill of Human Rights.

We select suppliers based on their ability to provide competitive solutions but also based on their commitment to sustainability.

We continuously review progress and diligently set and agree on goals and expectations for improvement.

Our company code of conduct is a binding set of principles and behaviors for all our employees. It outlines our expectations regarding employee behavior towards all employees, customers and suppliers.

All our employees are covered by: a decent salary, never under the minimum salaries defined by national laws; social security, including health insurance and hospitalization insurance; retirement compensation.

Not a single work hour goes undeclared: We have all formalities and coverage in place when somebody starts working for us.

We have also implemented specific procedures and guidelines to support “on-call duty” and to ensure the employees are paid for the on-call duty and have sufficient rest periods.

We ensure all our employees are covered by a decent salary, social security, health and hospitalization insurance, retirement compensation, etc.

We have procedures in place to ensure health and well-being at work, harassment protection (sexual, moral, etc.), security (fire, etc.), data protection and privacy, and in general all roles and responsibilities required by law.

Labor principles

03

Uphold freedom of association and effective recognition of the right to collective bargaining

04

Ensure that the company does not participate in any form of forced or bonded labor

05

Effective abolition of child labor

06

Elimination of discrimination in respect of employment and occupation

Our key focus

Diversity and equal opportunity

Labor relations

Our actions

We ensure that employment-related decisions are based on relevant and objective criteria.

Our business code of conduct prohibits discrimination or forced labor. Forced labor is also impossible in practice in the countries where we operate (Switzerland, Europe, Singapore, etc.).

Our recruitment policy has always been fully open to all individuals, independent of their gender, race, religion, philosophical beliefs or anything similar.

We ensure pay parity between women and men.

Our main objective is to support individuals who either have strong skills or the willingness to develop them.

Our fundamental values and behavioral principles are emphasized in our day-to-day business and we favor and support inclusivity and diversity.

For our offices and people not able to work from home, we took a set of strong measures meant to reduce the risk of coronavirus infection beginning in March 2020:

- Making work from home mandatory, when possible
- Making masks available and installing hydroalcoholic gel dispensers around offices
- Enforcing the wearing of masks at all times
- Implementing a strict protocol for employees displaying symptoms, etc.

Environmental principles

07

Businesses should support a precautionary approach to environmental challenges

08

Undertake initiatives to promote greater environmental responsibility

09

Encourage the development and diffusion of environmentally friendly technologies

Our key focus

Business ethics

Responsible sourcing

Contribution through sustainable products

Our actions

Our work environment consists of office space and, therefore, there is no production or industrial environment.

In the context of office space, there is no use of dangerous products, such as chemicals.

Within the office space, we do everything necessary to provide for a safe environment.

We support the use of environmentally friendly materials and the availability of a recycling system.

We focus on local production and local sourcing.

We encourage soft mobility by supporting the move to electric vehicles and offering every employee the opportunity to have a half-price travel card, which decreases fare prices across the country when using public transport.

We support sustainable investments and Environmental, Social and Governance (ESG) principles including ESG regulations in the asset management industry.

Anti-corruption principles

10

Businesses should work against corruption in all its forms, including extortion and bribery.

Our key focus

Fundamentals values of integrity

Strong ethical culture

Our actions

We have a zero-tolerance policy towards bribery and corruption and all forms of such activities are strictly prohibited.

Our fundamental values of integrity expressly prohibit such behavior by our company.

All new employees are automatically signed up to complete anti-corruption mandatory training, which is part of our employee onboarding kit.

We are committed to the highest level of honesty and integrity in all of our business relationships.

Sustainable Development Goals

In addition, we are committed to supporting the **UN Sustainable Development Goals (SDGs)**, which provide an urgent call to action for governments, businesses and civil society organizations to address the most relevant problems facing our world today.

We are especially focused on addressing the following six challenges:



Evooq's sustainability implementation 1/2



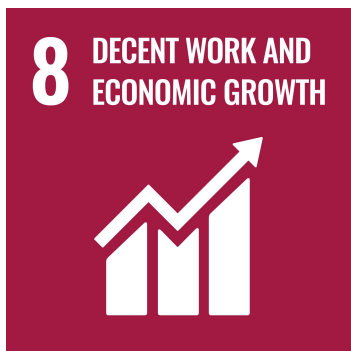
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

We are committed to high quality education and support internal and external training and development of our employees.



Achieve gender equality

No one should be personally attacked, discriminated against, harassed or excluded because of their gender, age, ethnic origin or nationality, religion or ideology, or sexual orientation. Our internal organization and culture reflect this and we take decisive action against any form of discrimination, sexual harassment, physical violence or verbal abuse. Inclusion and diversity are part of our culture and are positively encouraged within the company.



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

We support all activities that promote decent work opportunities for everyone. During the coronavirus pandemic, we also made sure to support and protect our employees in all locations by offering to work from home, making digital collaboration possible, providing virtual support and learning opportunities and adopting hygiene measures as well as health and safety measures in the office.

Evoq's sustainability implementation 2/2



Promote inclusive and sustainable industrialization and foster innovation

We enable more efficient use of resources and use of clean and environmentally friendly technologies and processes. We focus on and encourage local collaboration and local sourcing.



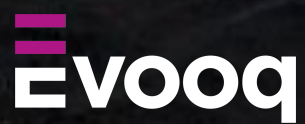
Responsible consumption and production

We ensure all employees are made aware of responsible consumption (e.g. environmentally friendly materials, paper recycling, etc.).



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

We promote a peaceful and equal society by complying with international standards and principles such as the UN Global Compact. We do not tolerate child labor and we commit to defending human rights in charters and policies.



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