# Sustainability policy

**Guidelines of Zürcher Kantonalbank for dealing with the topics of environment, social and governance (ESG)**

**November 2026**

## I General

The sustainability policy formulates requirements for Zürcher Kantonalbank's business activities along the dimensions of environment, social and governance (ESG). It substantiates our sustainability ambition, which is part of the Group strategy. The sustainability policy is adopted by the Executive Board and applies to all business areas and business activities in Switzerland and abroad, as well as to our own operations.

### Public service mandate

In accordance with the public service mandate enshrined in the Cantonal Banking Act on Zürcher Kantonalbank, the purpose of Zürcher Kantonalbank is to contribute to the fulfilment of the Canton of Zurich's economic, social and environmental tasks and therefore to support a sustainable development.

### Stakeholder groups

The key stakeholders within our sustainability policy are our clients, our employees, the Canton of Zurich as our owner, the relevant supervisory authorities, suppliers and partnerships, as well as the general public.

### Roles

As part of the financial sector, we recognize our responsibility in the efforts to achieve global sustainable development and the transformation towards greenhouse gas neutrality by 2050. Based on our public service mandate, we consider ourselves as a service provider for society and the economy, primarily in the Zurich economic area. We promote the long-term sustainability-oriented success as well as competitiveness and capacity for innovation of companies and public-sector corporations.

### Sustainability ambition

Our Group strategy is based on our public service mandate, which includes the dimensions of service, support and sustainability. With respect to the fulfilment of that mandate, we observe the principles of sustainability and the recognised rules of risk management. Our understanding of sustainability involves harmonising successful business activity with responsibility for the environment and society on a long-term basis. In this context, we commit to the following sustainability ambition, which is guided by the United Nations Sustainable Development Goals (SDGs), the Paris Agreement and the plan to achieve greenhouse gas neutrality by 2050:

- We actively shape issues related to sustainability
- We are a leader in sustainable offerings
- We accompany our clients on their journey to a more sustainable future

Our actions are based on scientific principles when it comes to implementing our sustainability ambition. We therefore focus on areas with a great potential for impact. When authorising and reviewing products and services, we assess their contribution to sustainable development and greenhouse gas neutrality by 2050, where relevant, and report this transparently.

### Understanding of transparency

For us, transparency is a central, overarching principle that guides us in all our activities. We set ourselves measurable goals for the implementation of our sustainability ambition. Based on the applicable legal requirements and the reporting guidelines of the Global Reporting Initiative (GRI), we report transparently on the measures taken and the goals achieved.

## Memberships

In view of the importance of sustainable development and greenhouse gas neutrality by 2050, Zürcher Kantonalbank has signed the UN Principles for Responsible Investment (UN PRI) and has joined the UN Principles for Responsible Banking (UN PRB), the Net Zero Asset Managers Initiative (NZAM) and the Partnership for Carbon Accounting Financials (PCAF) and applies these in the relevant business areas.

## II Specific requirements related to the ESG dimensions

In the following, we show the targeted sustainability impacts per business area and for our own operations for each of the ESG dimensions.

### 1. Environment

### 1.1 Climate and energy

#### 1.1.1 Group-wide approaches

We strive to minimise climate risks across our entire business operations and to create transparency in this regard. In doing so, we follow the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD). Our climate ambition is oriented towards the goals of the Paris Agreement and achieving greenhouse gas neutrality by 2050. We set quantitative climate targets accordingly.

#### 1.1.2 Investment and pension business

In our active investment solutions[1], we apply the ZKB sustainability standard developed for these products. The ZKB sustainability standard takes climate aspects into account in the following sustainability approaches:

- ESG consideration: in the investment process, we consider investment risks and opportunities that arise from an ESG perspective, including climate and energy.
- Avoidance of controversy: we apply systematic processes to identify and minimise investments in controversial business activities and practices, including the extraction and sale of thermal coal.
- Climate ($CO_2$e reduction): $CO_2$e reduction refers to the reduction of greenhouse gas emissions in the context of an investment. Here, we are guided by a $CO_2$e benchmark or the goals set out in the Paris Agreement.
- Stewardship: Voting and engagement: we demand and promote sustainable business practices and compliance with Swiss and international corporate governance rules and ESG best practice standards. In accordance with internal guidelines, our Asset Management team exercises voting rights for direct investments of the self-managed funds, engages in dialogue with companies in which investments are made and participates in investor initiatives. One focus of the dialogue with companies is on achieving the UN Sustainable Development Goals (SDGs) and greenhouse gas neutrality by 2050.
  In the case of ZKB discretionary mandates and ZKB investment advisory mandates, for which the Investment Solutions division is responsible, influence is exerted indirectly through the targeted selection of asset managers, who in turn exercise voting rights in the companies and engage with them. There is also direct engagement through active dialogue with external asset managers.

Environmental aspects are also taken into account for some of the investments as part of SDG-aligned investing for the "Sustainable" asset management products and the "Sustainable (ESG)" standardised discretionary mandates and investment advisory mandates from Investment Solutions.

#### 1.1.3 Financing business

*Fossil fuels*

In our financing business, we apply the following exclusion criteria for project financing:

- Coal mining, oil and gas extraction: as a bank with strong local roots, we have never directly financed the mining of coal and the extraction of oil or natural gas and, accordingly, are not involved in controversial oil and gas extraction processes (e.g. Antarctic/Arctic drilling, fracking, offshore oil projects, deep-sea drilling or projects related to the exploitation of oil-bearing tar sands).
- Fossil fuel power plants: we do not finance power plants fuelled by coal or oil.

We also apply the following exclusion criteria and conditions for operating loans:

[1]The active investment solutions include discretionary mandates, investment foundations and funds. Indexed, individualised and third-party managed investment solutions as well as investment funds in the area of alternative investments are excluded. For our funds and the Swisscanto investment foundations, which invest in direct real estate investments, only the sustainability approaches "Climate: $CO_2$e reduction" and "ESG consideration" are applicable. The ZKB sustainability standard is also taken into account in investment advice, whereby the clients make the investment decisions themselves and thus determine the composition of the advisory portfolio. In addition, we also offer passive and individualised investment solutions that meet the ZKB sustainability standard.

- Commodity companies: commodity companies must demonstrate that they align their business model with the scientifically required net-zero target by 2050 (phase-out of thermal coal by 2030 in OECD countries and by 2040 in non-OECD countries in accordance with the IEA's net zero roadmap) and at the same time promote the raw materials (extraction, processing, transport, storage, trade) that are necessary for the implementation of the energy transition.
- Energy producers: as a bank with local roots, we generally finance Swiss energy producers that generate primarily renewable energy. We only support oil- or gas-fired reserve power plants if they are intended by the Swiss government to supply the country in the event of an electricity shortage or if they are back-up technologies fuelled by oil or gas for renewable energy producers.

*Nuclear power*
New financing for the development and construction of nuclear power plants as well as their modernisation, where it is not for the purpose of maintaining safety levels, and entities whose predominant business activity is the production, trade and marketing of nuclear energy and/or the reprocessing of nuclear fuel and uranium enrichment plants, is excluded. The financing of uranium mining is also excluded.

*Cement*
Cement companies must demonstrate that they are aligning their business model with the scientifically required net-zero target by 2050.

*Mobility*
We advocate sustainable mobility concepts and support innovative projects. Biofuels are only supported if they are produced using agricultural and forestry by-products and organic waste, and provided that they do not compete with food production.

*Buildings*
We create incentives for our clients to build, modernise and manage their properties and infrastructure in the most environmentally friendly and energy-efficient way possible, and are constantly expanding our range of products and services in this area. We provide our clients with attractive solutions for energy-efficient renovations and new buildings.

### 1.1.4 Trading and capital market transactions
We support our clients in the structuring and placement of sustainable bonds (ESG labelled bonds, e.g. green bonds) on the Swiss capital market.

For our structured products related to sustainability[2], we are guided by the ZKB sustainability standard, whereby the environment dimension is taken into account based on the respective sustainability variant in the sustainability approaches ESG consideration, avoidance of controversy, climate: $CO_2e$ reduction and SDG-aligned investing.

### 1.1.5 Treasury
We issue green bonds to refinance our environmental loans and to refinance projects with energy objectives in the office buildings used by Zürcher Kantonalbank itself.

The $CO_2e$ intensity of the financial investments for which the Treasury department is responsible, consisting of a very high-quality bond portfolio, is periodically determined on the basis of publicly available information and compared with a benchmark from the investment universe available for financial investments under regulatory requirements.
In addition, requirements to limit climate-related financial risks have applied to financial assets under the responsibility of the Treasury department since the beginning of 2022. Firstly, issuers are excluded that come from sectors which are also excluded from the financing business in accordance with the Bank's sustainability policy. Secondly, the average sales-weighted $CO_2e$ emissions of the portfolio must be at least 35 percent lower than in the reference portfolio of the investment universe limited by the internal investment regulations.

### 1.1.6 Own operations
Our corporate environmental programme includes targets we set ourselves to reduce $CO_2e$ emissions in our own operations. We purchase negative emission certificates as a voluntary contribution in line with the amount of residual emissions recorded annually.

[2]Structured products that follow external sustainability methods are excluded.

#### 1.1.7 Sponsorship commitments

Through targeted sponsorship commitments, we promote renewable energies, energy efficiency, NET technologies as well as innovative, future-proof and efficient sustainable mobility concepts along the entire mobility chain. We are therefore committed to adaptation measures aimed at achieving greenhouse gas neutrality.

### 1.2 Commodities

#### 1.2.1 Group-wide approaches

We are committed to transparent environmental and social standards throughout the commodities lifecycle and to the gradual closure of raw material cycles. We also are involved in partnerships in the area of fair trade. That makes us committed to ensuring the traceability of raw materials in order to safeguard the integrity of the value chain.

#### 1.2.2 Investment and pension business

We do not provide investment solutions that invest solely in individual agricultural commodities (wheat, corn, soy and rice). Likewise, our Asset Management team does not manage any active commodity funds.

#### 1.2.3 Financing of international commodities trading

We systematically review sector-specific ESG risks and opportunities for clients active in commodities trading, initially as part of our due diligence during onboarding and subsequently on an annual basis. These reviews are based on reported data or data collected through our own questionnaires. We raise environmental and human rights issues with our clients based on internationally recognised industry standards and strive for continuous improvement. In each financing transaction, the parties, goods and projects involved are subjected to a standardised review process.

We apply the following exclusions with respect to the financing of commodities trading and in the letter of credit, guarantee and collection business: thermal coal, crude and heavy oil, bitumen/asphalt, asbestos, uranium, precious woods, live goods, diamonds, rare earth elements, perishable goods and non-certified palm oil.

### 1.3 Other nature-related topics

#### 1.3.1 Financing business

In our financing business, we apply the following nature-related exclusion criteria:

- Non-certified agriculture and forestry abroad which results in tropical deforestation and/or damage to high conservation value areas[3]
- Mining projects with destructive mining methods, such as mountaintop removal
- Unlawful and deliberate water/groundwater pollution
- Adverse impacts on areas of high conservation value abroad, namely primeval forests (illegal slash-and-burn and/or deforestation), endangered animal and plant species, wetlands and biotopes, cultural assets and world heritage sites

During the credit assessment process, we also take into account pollution in the subsoil (contaminated sites) and building fabric. We support our clients in implementing relevant environmental requirements.

#### 1.3.2 Own operations

We promote biodiverse landscaping at our own sites.

#### 1.3.3 Sponsorship commitments

Through targeted sponsorship commitments, we promote nature conservation, advocate the protection of natural resources and are committed to sustainable agriculture in the interest of sustainable consumption and food security. It is important to us to make the beauty and diversity of nature tangible for the population and, above all, to raise awareness among children and young people about protecting nature and the environment.

## 2 Social affairs and society

### 2.1 Human rights and equal opportunities

#### 2.1.1 Group-wide approaches

Within our sphere of influence, we respect and support measures to uphold internationally applicable human rights as set out by the United Nations, including the right to life, liberty, security, fair working conditions, equality of opportunity as well as the rights of children. In dealings with our clients and staff and at public functions, we

[3]Based on the high conservation value areas (HCVA) of the www.hcvnetwork.org

demonstrate a commitment to equal human rights irrespective of origin, race, gender, age, language, social status, income, religion, political conviction and physical, cognitive or mental disability.

Within the context of financing and investment decisions, human rights issues form a key part of our reputational risk assessment for companies operating globally.

Controversial weapons are generally excluded.[4] By controversial weapons, we mean cluster bombs and cluster munitions, anti-personnel and land mines, biological and chemical weapons, nuclear weapons, uranium-enriched ammunition, blinding laser weapons and incendiary weapons.

### 2.1.2 Investment and pension business

Social and societal aspects are taken into account as part of the ZKB sustainability standard applied in our active investment solutions:

- ESG consideration: we take into account the investment risks and opportunities arising from social and societal aspects in the investment process.
- Avoidance of controversy: we apply systematic processes to minimise investments in companies that manufacture controversial and conventional weapons, or that violate the principles of the UN Global Compact (such as in the areas of human rights, labour standards and anti-corruption).
- Stewardship (Voting and engagement): Social and societal aspects are addressed as part of our stewardship activities.

Social and societal aspects are taken into account for some of the investments as part of SDG-aligned investing for the "Sustainable" asset management products and standardised discretionary mandates and investment advisory mandates from Investment Solutions with the characteristic "Sustainable (ESG)".

### 2.1.3 Trading and capital market transactions

For structured products whose underlying asset is an index or basket constituted and/or managed by third parties, a maximum threshold is applied for manufacturers of controversial weapons.
For our structured products related to sustainability[2], we are guided by the ZKB sustainability standard, whereby the social and societal dimension is taken into account based on the respective sustainability variant in the sustainability approaches ESG integration, avoidance of controversy and SDG-aligned investing.

### 2.1.4 Financing business

We do not provide financing for companies whose business activities entail the following:

- Gambling abroad and unlicensed gambling in Switzerland
- Violation of the rights of indigenous people
- Child labour and forced labour in violation of United Nations human rights

We also do not finance the following:

- Companies domiciled abroad whose business focuses on the defence industry
- Companies that produce or trade in controversial weapons

### 2.1.5 Own operations

*Employees*
We offer our staff attractive and fair conditions of employment, thus enhancing their personal integrity and security.

Our remuneration policy is aligned with our business strategy, takes into account the long-term interests of the Bank and supports sound risk management. We apply a deferred payment model for part of the variable remuneration for our Executive Board and other key personnel. In addition, one component of this long-term entitlement is linked to the achievement of the public service mandate and therefore also to the Bank's sustainability commitments such as the Net-Zero Banking Alliance and the Net Zero Asset Managers Initiative. Our salaries are based on gender-independent job descriptions. Every two years we have equal pay audits performed by an external partner, and make adjustments where necessary.

[4] This applies to financing business, treasury investments, direct investments in our own investment funds and our structured products, in which manufacturers of controversial weapons are excluded as underlying assets.

The exclusion does not apply in full to investment and pension business (see section 2.1.2), in particular to indirect investments (e.g. third-party funds and derivatives) and our structured products (see section 2.1.3).

Part of our human resources strategy includes promoting diversity in the employee portfolio. We attach great importance to the equal treatment of all persons and creating framework conditions to strengthen our staff's gender mix, including in particular management positions.

We support employees in reconciling their professional commitments with their life plans and the respective stages in their lives. That is why we promote flexible working time models and the possibility of co-leadership. In stressful situations, our employees have access to an external counselling service.

We promote the use of local public transport by our employees.

#### Procurement

When it comes to procurement, we favour regional and national suppliers and partners. In our framework agreement and our terms and conditions of purchase, we require all suppliers to comply with human rights and industry standards with regard to social rights and working conditions as well as the prohibition of child, forced and illegal labour.
In our procurement, we aim to ensure that products are as efficient as possible in their use of resources and environmentally and socially responsible in respect of their production, use and disposal.
Additional requirements are in place with regard to particularly sensitive products.

In our procurement activities, we comply with the statutory due diligence and reporting obligations with regard to child labour.

## 2.2 Our commitments in the area of social affairs and society

### 2.2.1 Profit distribution

We are committed to a dividend policy geared towards continuity. Our profit distribution supports the Canton of Zurich and the Zurich municipalities in fulfilling their public duties.

### 2.2.2 Sponsorships

With over 400 partnerships, we are committed to making the Canton of Zurich a prosperous place with a high standard of living in the economic, environmental and social dimensions.

Through targeted sponsoring commitments, we promote, for example, women in their professional life and leadership positions as well as new working models to encourage a healthy work-life balance.

### 2.2.3 Education and common good

We contribute to the enhancement of education and the availability of knowledge and information, especially with regard to specialist banking issues.

Through targeted commitments, we strengthen the university location in teaching and research and help position Zurich as an important centre of education and research.

We promote access to a diverse and contemporary cultural offering for the people of Zurich.

We offer our employees an attractive environment for getting involved in politics, public authorities, church, culture, educational institutions, trade associations and clubs, etc., so that they can also use their banking expertise for the common good.

We invest in the training and continuous professional development of our staff, and offer attractive and varied apprenticeships with prospects for the future.

The ZKB Philanthropy Foundation, which we established at the beginning of 2024, stands for social responsibility and supports projects on key issues and challenges of our time that have an impact on the Canton of Zurich. As an umbrella foundation, the foundation also offers a service for clients to implement their individual charitable ideas and projects.

### 2.2.4 Health

We contribute to improving the health of people in our environment and therefore to enhancing their quality of life.

- We demonstrate a public commitment to health and sport cross all age groups. We promote measures to increase physical activity, especially for children, youths and retirees. We also support measures to improve public health and an efficient healthcare system, thereby helping to reduce costs in the healthcare sector
- We promote our employees' health through a wide range of offers

### 2.2.5 Financial security

#### Promoting the responsible use of financial resources by our clients

We are committed to ensuring that our clients use their financial resources responsibly. With our savings, investment and retirement offerings, we contribute to the long-term financial security and independence of our clients. We encourage our clients to consider their personal pension situation and offer advisory services and specific financial products to support them.

#### Prevention of overindebtedness

To prevent personal overindebtedness, especially among children and young people, we work with partners to facilitate awareness-raising campaigns and provide relevant information on financial literacy.

When issuing credit cards, we provide transparent information about the credit card terms and conditions and apply approval criteria that take into account our customers' creditworthiness. In addition, we set card limits based on the income and asset situation of our customers. In this way, we want to prevent our customers from becoming overindebted through the use of credit cards.

In the financing business, we assess the financial circumstances of our clients and evaluate viability on this basis. Our customer service staff receive regular training on the criteria and review processes. An individual solution will be sought with clients who are unable to fulfil their obligations to us, taking into account the circumstances of the individual case.

Clarity and comprehensibility of our products and services
Our products and services are created in compliance with the applicable legal requirements and are presented to our clients in a comprehensive, clear and understandable manner through the available electronic channels and customer service.

When creating marketing material, we observe the principles of truth/accuracy, clarity and completeness as required by laws on fair trading practices and avoid misleading representations and the suppression of important information.

The current price and interest rate summaries for our products and services for private and corporate clients can be found at zkb.ch/generalterms&conditions. For fixed-rate mortgages, current reference interest rates are published for all terms. For other financing products, the terms and conditions are clearly shown in customised product documentation.

#### Suitability assessment in the investment business

When providing investment advisory and asset management services, we take into account the individual financial situation, risk capacity, risk appetite, knowledge and experience of our clients. We inform our clients comprehensively and transparently about the characteristics, opportunities and risks of our investment solutions. Our customer service team is trained on the products and services and on the information and clarification obligations to be observed in the advisory process.

#### Dealing with client complaints

Clients who are dissatisfied with our services can contact us at any time via customer service, in writing, by telephone, by e-mail or via the contact form at zkb.ch. The handling of such feedback from our clients follows a structured process, takes place within a reasonable period of time and is free of charge. Whenever possible, we try to find an amicable solution. We inform our clients about the possibility of contacting the Swiss Banking Ombudsman if necessary.

## 3 Corporate governance

### 3.1 Group-wide approaches

*Corporate governance*

The organisational structure of Zürcher Kantonalbank follows the requirements of the Cantonal Banking Act on Zürcher Kantonalbank and the organisational regulations issued by the Board of Directors and approved by the Swiss Financial Market Supervisory Authority (FINMA), as well as other regulations.

Sustainability-related regulatory requirements, the Group strategy, the sustainability ambition, the sustainability policy and the commitments entered into through memberships and partnerships are implemented as part of our corporate governance. The corresponding responsibilities, competences and processes are set out in a formal framework concept approved by the Executive Board.

The guidelines on fulfilling the public service mandate stipulate that the Bank's corporate bodies must be assisted in fulfilling the public service mandate by a

specialist committee consisting of representatives from all business units and chaired by the specialist office for the public service mandate. This specialist committee, i.e. the Public Service Mandate Steering Committee (SALA), oversees, advises and supports the Bank's corporate bodies on all matters relating to the public service mandate. The Bank also has a dedicated specialist office that is responsible for the planning, implementation, further development, controlling and communication of the public service mandate.

*Code of conduct and ethics*
Zürcher Kantonalbank is committed to ethically correct business management. With the Regulations on the Code of Conduct and Ethics ("Code of Conduct") issued by the Board of Directors, the Bank has a code of conduct that contains the rules of behaviour relevant to the daily actions of employees on topics such as diversity and equal opportunities, society and the environment, as well as reporting tax evasion, corruption and money laundering.

*Tax compliance*
In accordance with our Group strategy, we expect our clients to be tax compliant with regard to the assets held at the Bank. We therefore do not accept any untaxed funds. We expect our clients to resolve any legacy issues relating to tax and will support them in the process.

*Combating money laundering, corruption and terrorist financing*
We fulfil our duties in the fight against money laundering, corruption and the financing of terrorism consistently and responsibly. In doing so, we apply procedures that are aligned with the national and international requirements relevant to us. In this way, we help uphold the integrity of our business and the financial centre.

*Compliance with financial sanctions*
We have an effective compliance management system in place to ensure compliance with the national and international financial sanctions that Zürcher Kantonalbank is obliged to observe.

### 3.2 Investment and pension business
Governance aspects are taken into account as part of the ZKB sustainability standard applied in our active investment solutions[1]:

- ESG consideration: in addition to environmental and social aspects, aspects of responsible corporate governance are also included in the investment process.
- Avoidance of controversy: when considering controversy in the investment process, investments in business activities and practices that violate the principles of the UN Global Compact are avoided.
- Stewardship: Voting and engagement: we use stewardship activities to promote responsible corporate governance at invested companies.

### 3.3 Financing business
We require impeccable creditworthiness when granting loans. We do not provide financing to counterparties whose creditworthiness is doubtful or whose legal structures are not transparent.

In the commercial lending business, the quality of a company's management is a fundamental criterion for granting credit. Company owners and managers must be assessed as having impeccable character and professional competence. We also use minimum corporate governance standards as a criterion for decision-making in the financing process.

### 3.4 Trading and capital market transactions
For our structured products related to sustainability, we are guided by the ZKB sustainability standard, whereby the governance dimension is taken into account in the sustainability approaches ESG consideration and avoidance of controversy.

## Appendix – Overview of the underlying framework

### Cantonal Banking Act on Zürcher Kantonalbank (Zürcher Kantonalbank Act)

Zürcher Kantonalbank is an independent institution under cantonal law with its registered office in Zurich. The Cantonal Banking Act on Zürcher Kantonalbank forms the legal basis for Zürcher Kantonalbank. Among other things, it stipulates that Zürcher Kantonalbank conducts the business activities of a universal bank (§ 7, "Business activities"), and fulfils a public service mandate comprising a service mandate, a support mandate and a sustainability mandate (§ 2, "Purpose"). Zürcher Kantonalbank primarily conducts its business in the Zurich economic area. Dealings in other parts of Switzerland and abroad are permissible provided that the Bank is not exposed to any unreasonable risks as a result (§ 8, "Business area").

### Guidelines for the Fulfilment of Zürcher Kantonalbank's Public Service Mandate

The guidelines issued by the Board of Directors and approved by the Cantonal Parliament for the fulfilment of the public service mandate of Zürcher Kantonalbank specify the public service mandate enshrined in the Cantonal Banking Act on Zürcher Kantonalbank. They state that Zürcher Kantonalbank shall fulfil its public service mandate on the basis of a business policy that is focused on stability and continuity, geared to the market economy and with which an appropriate profit should be generated (§ 2, "Definition"). In fulfilling the public service mandate, Zürcher Kantonalbank – as a universal bank – shall observe the principles of sustainability and the recognised rules of risk management (§ 4, "General conditions for fulfilling the public service mandate").

### Organisational Regulations

The Organisational Regulations for the Group and the Parent Company that were issued by the Board of Directors and approved by the Swiss Financial Market Supervisory Authority (FINMA) enshrine sustainability as an integrated business principle (§ 4, "Sustainability').

### Regulations on the Code of Conduct and Ethics ("Code of Conduct")

Zürcher Kantonalbank is committed to ethically correct business management, as set out in the Regulations on the Code of Conduct and Ethics ("Code of Conduct") issued by the Board of Directors. They contain the relevant rules of conduct for employees' day-to-day activities on issues such as diversity and equal opportunities, society and the environment, as well as the reporting of tax evasion, corruption and money laundering.

### Group strategy

Sustainability is an integral part of Zürcher Kantonalbank's corporate strategy, which is derived from the Zürcher Kantonalbank Act and the specifying guidelines for the fulfilment of the public service mandate.
The public service mandate is integrated in the strategic principles within the Group strategy as follows:
"We are guided by our public service mandate, which includes the dimensions of service, support and sustainability. With respect to the fulfilment of that mandate, we observe the principles of sustainability and the recognised rules of risk management. Our understanding of sustainability involves reconciling successful business activity with responsibility for the environment and society on a long-term basis. In doing so, we set ourselves the following ambition and are guided by the 17 United Nations Sustainable Development Goals (SDGs)
- We actively shape sustainability issues
- We are a leader in sustainable offerings
- We accompany our clients on their journey to a more sustainable future."

The fulfilment and further development of the public service mandate is an integral part of the Balanced Scorecard, the strategic management tool of Zürcher Kantonalbank.