

Corporate Governance Report

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Information relating to the Corporate Governance

Cembra Money Bank AG (“Bank”, together with its subsidiaries, “Group”) is committed to transparent and responsible corporate governance. The term “corporate governance” is being used when referring to the organisational structure of the Group as well as the operational practices of its management. The Group’s internal governance framework, including the articles of incorporation (“Articles of Incorporation”) and the organisational regulations (“Organisational Regulations”) as well as the Group Governance Regulations (in place since 1 January 2023), embody the principles required in order for the business of the Group to be managed and supervised in accordance with good corporate governance standards.

As a company having its shares listed on the SIX Swiss Exchange (SIX), the Bank is subject to – and acts in compliance with – the Directive on Information Relating to Corporate Governance and its Annex and Commentary (CGD), issued by SIX Exchange Regulation AG. If information required by the CGD is published in the Notes to the Consolidated Financial Statements, a reference indicating the corresponding note to the Consolidated Financial Statements is provided. The Swiss Code of Best Practice for Corporate Governance, issued by *economiesuisse*, has also been taken into account.

The Organisational Regulations, which are published on the website (www.cembra.ch/corporategovernance), further outline the duties, powers and regulations of the governing bodies of the Group.

Unless expressly stated otherwise, this Corporate Governance Report presents the law as of the balance sheet date (31 December 2022). References to legal provisions are, therefore, references to the law applicable as of 31 December 2022. On 1 January 2023, the Swiss Corporate Law Reform came into force, which has an impact on some of the legal provisions and descriptions of the law cited in this Corporate Governance Report. Among other changes, the Ordinance against Excessive Compensation in Listed Stock Corporations (VegüV) was repealed as of 1 January 2023 and its provisions were transferred to the Swiss Code of Obligations with certain amendments. Articles of association and organisational regulations that do not comply with the revised provisions must be adapted to the revised provisions within a transitional period of two years from the entry into force of the Swiss Corporate Law Reform.

1 Group structure and shareholders

1.1 Group structure

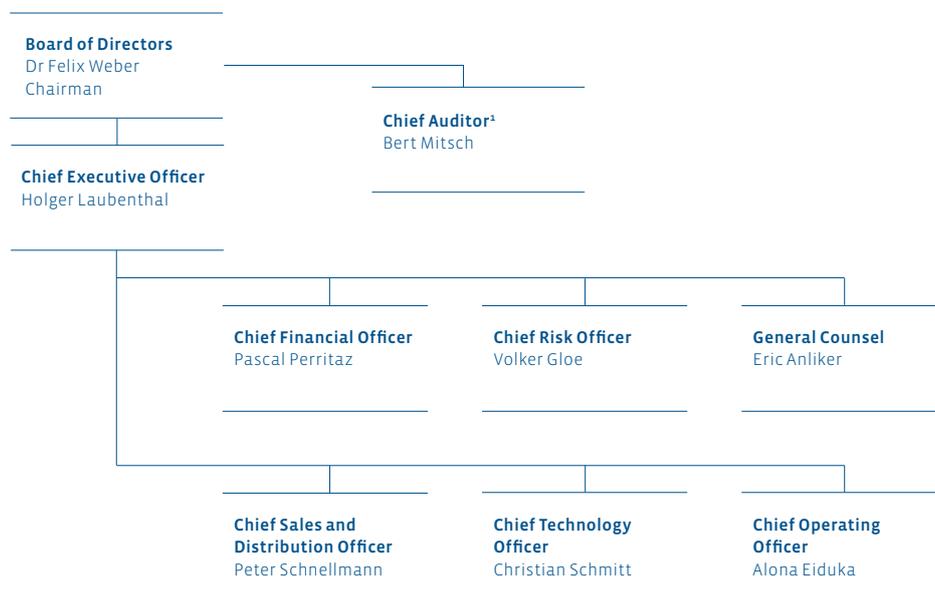
1.1.1 Description of the group’s operational structure

The Bank is a public limited company (Aktiengesellschaft) organised under the laws of Switzerland in accordance with art. 620 et seq. of the Swiss Code of Obligations (CO). The registered address and head office of the Bank is at Bändliweg 20, 8048 Zurich, Switzerland. On 30 September 2022, the Bank signed a share-purchase agreement with Intrum AG to acquire 100% of the shares of Byjuno AG, a major provider of invoice payment solutions in Switzerland, and its sister company Intrum Finance Services AG, subsequently renamed to Byjuno Finance AG. The transaction closed in the fourth quarter of 2022.

The Group operations activities mainly focus on consumer finance. The Bank is subject to prudential supervision by the Swiss Financial Market Supervisory Authority (FINMA) and provides a range of financial products and services. Headquartered in Zurich, the Group operates in Switzerland through a network of branches and online distribution channels, as well as credit card partners (including Conforama, FNAC, IKEA, LIPO, SPAR and TCS), independent intermediaries and car dealers. The Group has one reportable segment. It includes all of the Group’s consumer finance products, including unsecured personal loans, auto leases and loans, credit cards, the insurance sold in this context, invoice financing, and deposits and savings products. The corporate functions include finance, operations, technology, legal & compliance, communications, risk management, investor relations including sustainability, internal audit and human resources.

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Organisational Group structure at 31 December 2022:

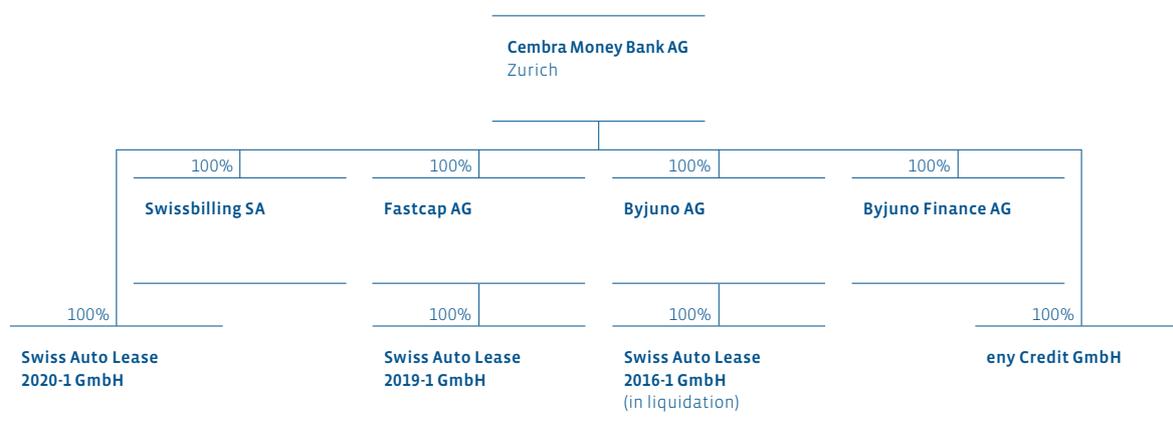


¹ The internal audit department is an independent function with a reporting line to the Board of Directors and the Audit and Risk Committee (see section 3.5)

1.1.2 Group entities

The Group comprises the Bank as the parent company and its wholly owned subsidiaries:

- Swissbilling SA (with registered office in Renens, Switzerland, share capital CHF 100,000, shares 10,000 x CHF 10);
- Fastcap AG (with registered office in Zurich, Switzerland, share capital CHF 100,000, shares 100,000 x CHF 1);
- eny Credit GmbH (with registered office in Zurich, Switzerland, stated capital CHF 20,000, shares 1 x CHF 20,000);
- Byjuno AG (with registered office in Zug, Switzerland, share capital CHF 100,000, shares 100 x CHF 1,000);
- Byjuno Finance AG (with registered office in Schwerzenbach, Switzerland, share capital CHF 50,000, shares 50 x CHF 1,000);
- Swiss Auto Lease 2020-1 GmbH (with registered office in Zurich, Switzerland, stated capital CHF 20,000, shares 200 x CHF 100);
- Swiss Auto Lease 2019-1 GmbH (with registered office in Zurich, Switzerland, stated capital CHF 20,000, shares 200 x CHF 100);
- Swiss Auto Lease 2016-1 GmbH (in liquidation) (with registered office in Zurich, Switzerland, stated capital CHF 20,000, shares 200 x CHF 100; cancelled as of 17 January 2023);



Within the Group, only the Bank is a listed company. The Bank's registered shares are listed pursuant to the International Reporting Standard of SIX (securities number: 22517316, ISIN: CH0225173167, ticker: CMBN). At 31 December 2022, the Bank's issued nominal share capital amounted to CHF 30,000,000 and the market capitalisation amounted to CHF 2,307 million.

1.2 Significant shareholders

According to the rules regarding the disclosure of significant shareholdings of Swiss companies listed on the SIX, disclosure has to be made if the holding reaches, falls below or exceeds the following thresholds: 3%, 5%, 10%, 15%, 20%, 25%, 33 $\frac{1}{3}$ %, 50% or 66 $\frac{2}{3}$ % of the voting rights entered into the commercial register, whether or not the voting rights can be exercised. The percentage thresholds are calculated on the basis of the total amount of voting rights according to the number of shares issued as disclosed in the commercial register. The Bank is obliged to announce shareholdings by third parties in its shares when notification is received from a third party that a threshold has been reached or crossed. As shareholders are only required to notify the Bank and the SIX Exchange Regulation AG if their holding reaches, falls below or exceeds the thresholds listed above, the percentage holdings of significant shareholders of the Bank may vary at any given time compared to the date of submission of the most recent notification for these respective shareholders.

As of 31 December 2022, the Bank was not aware of any person or institution, other than UBS Fund Management (Switzerland) AG (5.41%), Credit Suisse Funds AG (4.99%) and Swisscanto Fondsleitung AG (3.05%), which, directly or indirectly, had an interest as a beneficial owner in shares, option rights and/or conversion rights relating to shares of Cembra Money Bank AG reaching or exceeding the relevant thresholds prescribed by law. The announcements related to these notifications can be found via the search facility on SIX Exchange Regulation AG's platform: www.six-exchange-regulation.com/de/home/publications/significant-shareholders.html.

1.3 Cross shareholdings

The Group has not entered into any cross shareholdings that exceed 5% of the share capital or voting rights on either side.

2 Capital structure

2.1 Capital on the disclosure deadline

At 31 December 2022, the Bank's registered share capital amounted to CHF 30,000,000, divided into 30,000,000 registered shares with a par value of CHF 1.00 each ("Shares"). The Shares are fully paid-in and non-assessable and rank pari passu with each other.

Further information is available in note 15 to the Consolidated Financial Statements.

2.2 Authorised and conditional capital in particular

2.2.1 Authorised capital

The Bank's authorised share capital of CHF 3,000,000 is available for the issuance of up to 3,000,000 Shares. The amount of CHF 3,000,000 corresponds to 10% of the existing share capital.

The Board of Directors is authorised to increase the share capital, at any time until 22 April 2023, by no more than CHF 3,000,000 by issuing up to 3,000,000 Shares with a par value of CHF 1.00 each. An increase of the share capital (i) by means of an offering underwritten by a financial institution, a syndicate of financial institutions or another third party or third parties, followed by an offer to the then existing shareholders of the Bank; and (ii) in partial amounts shall be permissible. The subscription and acquisition of the new Shares and any subsequent assignment of the Shares shall be subject to the restrictions of art. 8 of the Articles of Incorporation (www.cembra.ch/corporategovernance).

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The Board of Directors will determine the time of the issuance, the issue price, the manner in which the new Shares are to be paid, the conditions for the exercise of the pre-emptive rights and the allotment of pre-emptive rights that have not been exercised, and the date from which the Shares carry dividend rights. In addition, the Board of Directors has the right to restrict or deny any trade with pre-emptive rights. It may allow pre-emptive rights that have not been exercised to expire, and it may place such rights or Shares with respect to which the pre-emptive rights have not been exercised at market conditions or may use them in another way in the interest of the Bank.

For further details please refer to art. 4 of the Articles of Incorporation under: www.cembra.ch/corporategovernance.

2.2.2 Conditional share capital

The Bank's conditional share capital of CHF 3,900,000 in aggregate is available for the issuance of up to 3,900,000 Shares with a nominal value of CHF 1.00 each. The amount of CHF 3,900,000 corresponds to 13% of the existing share capital.

The Bank's share capital may be increased – based on art. 5 of the Articles of Incorporation (www.cembra.ch/corporategovernance) – by no more than CHF 3,000,000 by the issuance of up to 3,000,000 Shares (a) through the voluntary or mandatory exercise of conversion rights and/or warrants granted in connection with the issuance on national or international capital markets of newly or already issued bonds or other financial market instruments by the Bank or one of its subsidiaries; and (b) through the exercise of warrant rights granted to the shareholders by the Bank or one of its subsidiaries. The Board of Directors may use warrant rights not taken up by shareholders for other purposes in the interest of the Bank. The pre-emptive rights of the shareholders are excluded in connection with the issuance by the Bank or any of its subsidiaries of bonds or other financial market instruments which are linked to conversion rights and/or the issuance of warrants. The then current owners of conversion rights and/or warrants shall be entitled to subscribe for the new Shares. The conditions of the conversion rights and/or warrants shall be determined by the Board of Directors.

In addition, the share capital may be increased – based on art. 6 of the Articles of Incorporation (www.cembra.ch/corporategovernance) – by no more than CHF 900,000 through the issuance of up to 900,000 Shares each by the issuance of new Shares to members of the Board of Directors, members of the Management Board and employees of the Bank and its subsidiaries. The pre-emptive rights of the shareholders of the Bank shall be excluded. The Shares or rights to subscribe for Shares shall be issued to members of the Board of Directors, members of the Management Board and employees of the Bank or its subsidiaries pursuant to one or more regulations to be issued by the Board of Directors. Shares or subscription rights may be issued at a price lower than that quoted on the stock exchange.

The acquisition of Shares through the voluntary or mandatory exercise of conversion rights and/or warrants or within the context of employee share ownership and each subsequent transfer of the Shares shall be subject to the restrictions of art. 8 of the Articles of Incorporation.

For further details please refer to art. 5 and 6 of the Articles of Incorporation under: www.cembra.ch/corporategovernance.

2.3 Changes in capital

There were no changes in the capital structure in 2020, 2021 and 2022, respectively.

2.4 Shares and participation certificates

The Bank has not issued any non-voting equity securities, such as participation certificates (Partizipationsscheine) or preference shares (Vorzugsaktien).

All Shares are fully paid up and entitled to dividends. Each Share carries one vote. There are no preferential rights or similar rights attached to the Shares (Stimmrechtsaktien).

2.5 Profit sharing certificates

There are no profit sharing certificates (Genussscheine) outstanding.

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2.6 Limitations on transferability and nominee registrations

The Shares are freely transferable.

The Bank keeps a share register ("Share Register"), in which the owners and beneficiaries of the Shares are entered with name, address and nationality and in case of legal entities place of incorporation. Any person entered in the Share Register shall be deemed to have the right to vote, provided he or she expressly declares that he or she acquired the Shares in his or her own name and for his or her own account.

Any person who does not expressly state in his or her application to the Bank that the relevant Shares were acquired for his or her own account will be regarded as a nominee ("Nominee"). A Nominee may be entered in the Share Register as a shareholder with voting rights for Shares representing up to 3% of the total outstanding share capital of the Bank. With respect to Shares in excess of this limit, a Nominee may only be entered into the Share Register as a shareholder with voting rights if he or she declares in writing that he or she is prepared to disclose the name, address and shareholding of any person for whose account he or she is holding 0.5% or more of the Bank's total outstanding share capital.

For purposes of determining if a person holds 0.5% or more of the Bank's outstanding share capital, legal entities, partnerships or groups of joint owners and other groups in which individuals or legal entities are related to one another through capital ownership or voting rights or have a common management or are otherwise interrelated, and legal entities or partnerships that act in concert (especially as a syndicate) with intent to evade the foregoing limitations are considered and treated as a single shareholder.

Amendments to the provisions regarding the restriction of the transferability of Shares require a resolution of the General Meeting passed by at least two-thirds of the votes and the absolute majority of the par value of shares, each as represented at a General Meeting.

2.7 Convertible bonds and options

As of 31 December 2022, the Bank had a convertible bond listed on the SIX Swiss Exchange (security no: 48659822, ISIN: CH0486598227) outstanding with a total outstanding nominal amount of CHF 250,000,000.

Principal amount	Conversion Ratio	Conversion Price	Maturity Date	Interest
Nominal value of CHF 200,000 each	1,636.6612 registered shares with a nominal value of CHF 1.00 each	CHF 122.20	9 July 2026	0%, the bonds do not bear interest

Upon exercise of their conversion rights, bondholders will receive (i) if the value of the Shares underlying the convertible bonds is higher than the principal amount of the convertible bonds converted, an amount in cash equal to the principal amount of the convertible bonds and any excess in Shares ("Net Shares") or (ii) if the value of the Shares underlying the convertible bonds is lower than the principal amount, an amount in cash equal to the value of the Shares underlying the convertible bonds.

The Shares to be delivered upon conversion of convertible bonds, if any, will be, at the sole discretion of the Bank, either Shares to be issued from the conditional capital of the Bank or Shares otherwise held or acquired by the Bank. The number of Shares that would need to be issued or delivered in case of a conversion of convertible bonds (if any) depends on the value of the shares around the time of conversion and is therefore not determinable in advance. However, the Bank may, at its discretion, deliver the equivalent of the Net Shares (if any) in cash so that no shares would need to be delivered and/or issued.

The Bank may call the convertible bonds (i) at any time on or after 31 July 2023 at par if the VWAP (Volume-Weighted Average Price) of the Bank's Shares is equal or greater than 130% of the conversion price on at least 20 out of 30 consecutive trading days or (ii) at any time from the settlement date, at par if less than 15% in aggregate of the principal amount of the convertible bonds is outstanding.

Unless previously converted or repurchased and cancelled, the convertible bonds will be redeemed at maturity at 100% of their principal amount of CHF 200,000 per convertible bond.

3 Board of Directors

3.1 Members of the Board of Directors

As the Bank is subject to the Swiss Federal Banking Act and the Banking Ordinance, no member of the Board of Directors may also be a member of the Bank's management. In addition, in accordance with FINMA Circular 2017/1 Corporate governance – banks ("FINMA Circular 17/1"), at least one-third of the members of the Board of Directors should be independent within the meaning of the FINMA Circular 17/1. At 31 December 2022, all members of the Board of Directors were non-executive, as mandated by Swiss law applicable to the Bank as a regulated entity and also met the independence criteria prescribed in the FINMA Circular 17/1.

Based on the requirement of the FINMA Circular 17/1 the Board of Directors in its totality has adequate management expertise and the pre-requisite specialist knowledge and experience of the respective banking and financial services sector. Furthermore, the Board of Directors is diversified to the extent that all key aspects of the business, including finance, accounting and risk management, are adequately represented.

At the Annual General Meeting on 21 April 2022, the members of the Board of Directors Dr Felix Weber (Chairman), Thomas Buess, Susanne Klöss-Braekler and Dr Monica Mächler were re-elected for a one-year term. Urs Baumann, Martin Blessing and Denis Hall did not stand for re-election at the Annual General Meeting on 21 April 2022. Detailed information about Urs Baumann, Martin Blessing and Denis Hall can be found in the Corporate Governance Report of the Annual Report 2021 (www.cembra.ch/financialreports). Jörg Behrens, Marc Berg and Alex Finn were elected as new independent member of the Board of Directors for a one-year term at the Annual General Meeting on 21 April 2022.

Induction meetings were provided to the new Board of Directors members regarding in particularly roles and responsibilities. Furthermore, a training on trends and regulatory update was held by KPMG for the members of the Audit and Risk Committee and optionally for the other members of the Board of Directors.

The business address for the members of the Board of Directors is Bändliweg 20, 8048 Zurich, Switzerland.

The table below sets forth the name, function and committee membership of each member of the Board of Directors as of 31 December 2022, followed by a short description of each member's professional experience, education and activities.

Name	Nationality	Function	Committee membership	First elected	End current period
Dr Felix Weber ¹	CH	Chairman		2013	2023
Thomas Buess	CH	Vice Chairman	Member Compensation and Nomination Committee	2020	2023
Dr Jörg Behrens	DE/CH	Member	Member Audit and Risk Committee	2022	2023
Marc Berg	DE	Member	Member Compensation and Nomination Committee	2022	2023
Alex Finn	US/UK	Member	Member Audit and Risk Committee	2022	2023
Susanne Klöss-Braekler	DE	Member	Chairperson Compensation and Nomination Committee	2021	2023
Dr Monica Mächler	CH	Member	Chairperson Audit and Risk Committee	2015	2023

1 Will not stand for re-election at the 2023 Annual General Meeting (see section 3.4)



Dr Felix Weber

Swiss national and resident, born in 1950

Dr Weber was appointed as Chairman of the Board of Directors (“Chairman”) on 22 August 2013. His current term expires at the Annual General Meeting in 2023. Dr Weber holds a diploma and a PhD in Business Administration from the University of St. Gallen.

Name	Dr Felix Weber
Nationality	Swiss
Function	Chairman
First elected	2013
End current period	2023

Professional experience:

- Since 2014: Partner in the private investment firm BLR & Partners AG (Thalwil, Switzerland)
- 2013–2016: Senior Advisor and Managing Director Investment Banking, Nomura Bank (Switzerland) Ltd (Zurich, Switzerland)
- 2008–2013: Co-Chairman of the Management Board of Nomura Bank (Switzerland) Ltd (Zurich, Switzerland)
- 2006–2008: Managing Director of Investment Banking at Lehman Brothers Finance AG (Zurich, Switzerland)
- 1998–2004: Executive Vice President and Chief Financial Officer at Adecco SA (Chéserey, Switzerland), Redwood City (USA) and Zurich (Switzerland)
- 1984–1997: Partner and Engagement Manager of the Zurich Branch of McKinsey & Company (Zurich, Switzerland)
- 1980–1984: CEO of the South African Branch of the former Schweizerische Aluminium AG Group (headquartered in Zurich, Switzerland)

Other board memberships and activities:

- Since 2018: Chairman of BLR Capital AG (Zurich, Switzerland)
- Since 2013: Board member BLR & Partners AG (Zurich, Switzerland)

Previous board memberships:

- 2017–2022: Vice Chairman Climatex AG (Altendorf, Switzerland)
- 2019–2021: Chairman of Trendcommerce AG (Gossau, Switzerland)
- 2019–2021: Board Member of Assepro AG (Pfäffikon, Switzerland)
- 2000–2013: Member of the Board of Directors and Chairman of the Compensation Committee of Syngenta Ltd (Basel, Switzerland), listed on SIX and New York Stock Exchange
- 2011–2013: Chairman of the Board of Directors of Nomura Socrates Re (Switzerland) and Nomura Re (Guernsey)
- 2011–2012: Member of the Board of Directors of Trenkwald AG (Schwadorf, Austria)
- 2005–2009: Vice Chairman of the Board of Directors of Publigroupe SA (Lausanne, Switzerland), listed on SIX
- 2006–2008: Member of the Board of Directors and Chairman of the Audit Committee of Valora AG (Berne, Switzerland), listed on SIX



Thomas Buess

Swiss national and resident, born in 1957

Mr Buess was appointed as a member of the Board of Directors on 16 April 2020. He is Vice Chairman and also member of the Compensation and Nomination Committee. His current term expires at the Annual General Meeting in 2023. Mr Buess has completed his business administration and economics studies at the University of St. Gallen.

Name	Thomas Buess
Nationality	Swiss
Function	Vice Chairman
First elected	2020
End current period	2023

Professional experience:

- 2009–2019: Group Chief Financial Officer and Member of the Corporate Executive Board of the Swiss Life Group (Zurich, Switzerland)
- 2009: Head of Operational Transformation at Allianz Group (Munich, Germany)
- 2005–2008: Chief Operating Officer Global Life and Member of the Group Management Board of Zurich Insurance Group (Zurich, Switzerland)
- 2002–2004: Group Chief Financial Officer and Member of the Group Management Board of Zurich Insurance Group (Zurich, Switzerland)
- 1999–2002: Chief Financial Officer of Zurich North America Business Division and Zurich Holding Company of America (Schaumburg IL, USA)
- 1997–1999: Chief Financial Officer of all Swiss operations of Zurich Insurance Group (Zurich, Switzerland)
- 1994–1997: Chief Financial Officer and Member of the Executive Committee of the Swiss P&C business at Zurich Financial Insurance Group (Zurich, Switzerland)
- 1985–1993: Various positions in the area of finance at the ELVIA Group (Zurich, Switzerland)

Other board memberships and activities:

- Since 2021: Member of the Board of Directors of Grovana Watch AG (Tenniken, Switzerland)
- Since 2021: Member of the Board of Directors of Swiss KMU Partners AG (Jona, Switzerland)
- Since 2019: Member of the Board of Directors and Member of the Investment and Risk Committee of Swiss Life Group and Swiss Life AG (Zurich, Switzerland), listed on SIX
- Since 2019: Member of the Board of Directors and Chairman of the Audit and Risk Committee of Sygnum Bank AG (Zurich, Switzerland)



Dr Jörg Behrens

German/Swiss dual national and Swiss resident, born in 1964

Dr Behrens was appointed as a member of the Board of Directors on 21 April 2022. He is also member of the Audit and Risk Committee. His current term expires at the Annual General Meeting in 2023. Mr Behrens holds a Master in Nuclear Physics from Swiss Federal Institute of Technology (ETH) Zurich and a PhD in Particle Physics from ETH Zurich.

Name	Jörg Behrens
Nationality	German/Swiss
Function	Member
First elected	2022
End current period	2023

Professional experience:

- Since 2019: Independent Advisor and Coach to Executives (Zurich, Switzerland)
- Since 2019: Founder and Managing Director of MRM Solution (Russikon, Switzerland)
- 2009–2019: Founder and Managing Partner at Fintegral AG (Zurich, Switzerland)
- 2008–2009: Global Head Financial Risk Analytics at Ernst & Young (Zurich, Switzerland)
- 2006–2008: Head Financial Risk Management Central Europe at Ernst & Young (Zurich, Switzerland)
- 2003–2006: Partner Global Financial Risk at Ernst & Young (Zurich, Switzerland)
- 2002–2003: Partner Financial Risk Management at Ernst & Young Switzerland (Zurich, Switzerland)
- 2000–2002: Head Quantitative Risk at Arthur Andersen Switzerland (Zurich, Switzerland)
- 1999–2000: Head Quantitative Models & Statistic Credit Team at UBS AG (Zurich, Switzerland)
- 1997–1998: Deputy Head Global Quantitative Risk Management Group, Local Head at UBS AG (London, UK)
- 1994–1996: Risk Analyst Global Derivatives at UBS AG (Zurich, Switzerland)

Other board memberships and activities:

- Since 2021: Independent Non-Executive Director at Ubinetic AG (Zug, Switzerland)
- Since 2020: Founder and Managing Director at MRMSolution (Russikon, Switzerland)
- Since 2009: Non-Executive Director at Fintegral AG, Chairman since 2019 (Zurich, Switzerland)

Previous board memberships:

- 2012–2021: Independent Non-Executive Director, Chairman of Risk Committee and member of the Audit Committee at Leonteq Securities AG, Chairman of combined Risk and Audit Committee from April 2020 – March 2021 (Zurich, Switzerland)
- 2010–2018: Member of Supervisory Board at Mathfinance AG (Frankfurt am Main, Germany)
- 2009–2015: Chairman at Syndex Capital Management AG (Wollerau, Switzerland)
- 2001–2020: Vice-Chairman at Buechweid Foundation (Russikon, Switzerland)
- 2001–2007: Member of the Board of Directors of AMB Generali Germany AG (Munich, Germany), a company listed on the German Stock Exchange



Marc Berg

German national and resident, born in 1975

Mr Berg was appointed as member of the Board of Directors on 21 April 2022. He is also member of the Compensation and Nomination Committee. His current term expires at the Annual General Meeting in 2023. Mr Berg has completed his Lic.Oec. and Master in Science at the University of St. Gallen and his Executive MBA in Marketing at the University of Münster (Germany).

Name	Marc Berg
Nationality	German
Function	Member
First elected	2022
End current period	2023

Professional experience:

- Since 2022: Managing Director, Solvd GmbH, Allianz SE (Munich, Germany)
- 2018–2022: CEO of Free Now Group (Intelligent Apss GmbH) (Hamburg, Germany)
- 2016–2018: CEO of Klarna GmbH and Sofort GmbH (Munich, Germany)
- 2013–2016: CEO of Otto Group Digital Solutions GmbH (Hamburg, Germany)
- 2009–2012: Director Corporate Strategy of Otto Group (Hamburg, Germany)
- 2006–2009: Director for Marketing, Purchasing and E-Commerce at Marionnaud Parfumeries (Fällanden, Switzerland)
- 2002–2006: Head of Sales and Brand Strategy at Otto GmbH & Co KG (Hamburg, Germany)
- 1999–2000: Product Manager at Advantage Medical Network AG (Zug, Switzerland)

Previous board memberships:

- 2013–2016: Board member at About You SE (Hamburg, Germany)
- 2012–2016: Board member at Ifeelgood Inc. (Redwood City, USA)
- 2012–2016: Board member at Shopping24 GmbH (Hamburg, Germany)



Alex Finn

US/UK national and UK resident, born in 1961

Mr Finn was appointed as a member of the Board of Directors on 21 April 2022. He is also member of the Audit and Risk Committee. His current term expires at the Annual General Meeting in 2023. Mr Finn has completed his Bachelor of Science in economics and international relations studies at the London School of Economics and Political Science.

Name	Alex Finn
Nationality	US/UK
Function	Member
First elected	2022
End current period	2023

Professional experience:

- 2021-2022: High Profile Client Review Partner at PricewaterhouseCoopers (PwC) (London, UK)
- 2010-2021: Partner based in PwC London and Zurich responsible for global services provided to Swiss Re (2010-2017), Zurich Insurance Group (2017-2021), Prudential plc (2011-2015) and the European Insurance CFO Forum. He was also PwC EMEA Insurance Leader from 2014-2020.
- 2001-2010: Partner in London Capital Markets and Accounting Advisory practice at PwC (London, UK)
- 1995-2001: Partner in London insurance practice at PwC (London, UK)
- 1983-1995: Staff member at various grades at PwC General Practice and insurance Practice (London, UK and New York, USA)

Other board memberships and activities:

- Since 2022: Member of the Board of Directors of abrdn Asia Focus plc (London, UK)



Susanne Klöss-Braekler

German national and resident, born in 1964

Mrs Klöss-Braekler was appointed as a member of the Board of Directors on 22 April 2021. She is also the Chairperson of the Compensation and Nomination Committee. Her current term expires at the Annual General Meeting in 2023. Mrs Klöss-Braekler holds a Master in Business Administration from Johann Wolfgang-Goethe University in Frankfurt am Main (Germany).

Name	Susanne Klöss-Braekler
Nationality	German
Function	Member
First elected	2021
End current period	2023

Professional experience:

- 2018–2020: Member of the Management Board of DB Privat- und Firmenkundenbank AG (Frankfurt am Main, Germany)
- 2012–2018: Member of the Management Board of Deutsche Postbank AG (Bonn, Germany)
- 2011–2016: Global Head of Credit Products, Deposits & Payments, Managing Director at Deutsche Bank AG (Frankfurt am Main, Germany)
- 1988–2011: Accenture PLC (Dublin, Ireland); last position: Managing Partner and Member of the Financial Services Management Board (Dublin, Ireland)

Other board memberships and activities:

- Since 2021: Member of the Supervisory Board of Deutsche Pfandbriefbank AG (Garching, Germany), a company listed on the German Stock Exchange
- Since 2021: Co-Chair of the Supervisory Board of ING DiBa AG, since 09/2021 Chairperson of the Supervisory Board (Frankfurt am Main, Germany)
- Since 2021: Member of the Supervisory Board of ODDO BHF AG (Frankfurt am Main, Germany)
- Since 2021: Member of the Advisory Board of Auticon GmbH (Munich, Germany)
- Since 2016: Member of the Advisory Board of HDI Deutschland Bancassurance GmbH (Hilden, Germany)

Previous board memberships:

- 2019–2020: Member of the Supervisory Board of Schufa AG (Wiesbaden, Germany)
- 2016–2020: Chairperson of the Supervisory Board of Postbank Direkt GmbH (Bonn, Germany)
- 2013–2020: Member of the Supervisory Board of Postbank Filialvertrieb AG, since 2017 Chairperson of the Supervisory Board (Bonn, Germany)
- 2013–2020: Member of the Supervisory Board of BHW Bausparkasse AG (Hameln, Germany)
- 2013–2015: Member of the Supervisory Board of Deutsche Bank Bauspar AG (Frankfurt am Main, Germany)
- 2012–2018: Member of the Supervisory Board of Eurex Frankfurt AG (Frankfurt am Main, Germany), a company listed on the German Stock Exchange
- 2012–2018: Member of the Board of Directors of Eurex Schweiz (Zurich, Switzerland)
- 2011–2014: Member of the Supervisory Board of Gigaset AG (Munich, Germany), a company listed on the German Stock Exchange



Dr Monica Mächler

Swiss national and resident, born in 1956

Dr Mächler was appointed as a member of the Board of Directors on 29 April 2015. Her current term expires at the Annual General Meeting in 2023. She is also the Chairperson of the Audit and Risk Committee. She earned her Doctorate in Law (Dr iur.) at the University of Zurich's law school, was admitted to the Zurich bar and complemented her studies by attending programmes on UK, US and private international law.

Name	Dr Monica Mächler
Nationality	Swiss
Function	Member
First elected	2015
End current period	2023

Professional experience:

- 2009–2012: Vice Chair of the Board of Directors of the Swiss Financial Market Supervisory Authority (FINMA, Berne, Switzerland), together with serving as a member of the Executive Committee and Chair of the Policy Development Committee (formerly called Technical Committee) of the International Association of Insurance Supervisors (IAIS) (Basel, Switzerland)
- 2007–2008: Director of the Swiss Federal Office of Private Insurance (Berne, Switzerland)
- 1990–2006: Key positions at Zurich Insurance Group (Zurich, Switzerland): Corporate Legal Advisor (1990–1998), Group General Counsel (1999–2006) and member of the Group Management Board (2001–2006)
- 1985–1990: Attorney at Law at De Capitani, Kronauer & Wengle (Zurich, Switzerland)

Other board memberships and activities:

- Since 2021: Member of the Boards of IICIF/IICI, Foundation (The Hague, the Netherlands);
- Since 2021: Public Benefit Corporation (California, USA)
- Since 2019: Member of the International Advisory Council to the China Banking and Insurance Regulatory Commission
- Since 2017: Member of the Board of the Europa Institut at the University of Zurich (Zurich, Switzerland)
- Since 2014: Member of the Board of the "Stiftung für schweizerische Rechtspflege" (Solothurn, Switzerland)
- Since 2013: Member of the Board of Directors of Zurich Insurance Group Ltd (Zurich, Switzerland), listed on SIX and of Zurich Insurance Company Ltd (Zurich, Switzerland), serving as Member of the Audit Committee and of the Governance, Nomination and Sustainability Committee of the respective companies
- Since 2012: Member of the Advisory Board of the International Center for Insurance Regulation at the Goethe University (Frankfurt am Main, Germany), serving as Chair since 2015

Previous board memberships:

- 2012–2018: Member of the Supervisory Board of Deutsche Börse AG (Frankfurt am Main, Germany), serving as member of the Audit Committee and the Risk Committee, a company listed on the German Stock Exchange

3.2 Other activities and vested interests of the Members of the Board of Directors

Please refer to the information provided in each member's biography in section 3.1 above.

3.3 Rules on the number of permitted activities pursuant to art. 12 para. 1 point 1 of the Ordinance against Excessive Compensation (OaEC)

The members of the Board of Directors are entitled to be engaged in up to fifteen activities of which a maximum of five may be in listed companies. The term "activities" means memberships in the senior management or oversight bodies of legal entities obliged to register themselves in the Commercial Register in Switzerland or a foreign equivalent thereof ("Activities"). Multiple Activities in legal entities under common control or under the control of the same beneficial owner are deemed to be one Activity. The following Activities do not fall under the above restrictions:

- Activities in entities controlled by the Bank;
- Activities in entities controlling the Bank; and
- Activities in associations, charitable institutions as well as welfare and pension institutions. No member of the Board of Directors should be engaged in more than ten such Activities.

Please refer to the biographies of the members of the Board of Directors in section 3.1 above regarding the additional Activities of the members of the Board of Directors.

3.4 Election, term of office and succession planning

According to the Articles of Incorporation (www.cembra.ch/corporategovernance), the Board of Directors consists of at least five but not more than seven members. Each member of the Board of Directors is elected for a term of one year. For the purpose of this provision, the term "one year" refers to the time period between two ordinary Annual General Meetings, or, if a member is elected at an extraordinary General Meeting, to the time period between the extraordinary and the next ordinary Annual General Meeting. Each member of the Board of Directors, including the Chairman, is individually elected by the shareholders at the Annual General Meeting. Re-election is possible and there is no mandatory term limit for members of the Board of Directors. Please refer to the biographies of the members of the Board of Directors in section 3.1 above for each initial date of election.

The General Meeting individually appoints all members of the Board of Directors, the Chairman, the members of the Compensation and Nomination Committee and the independent proxy, each for a one-year term.

There are no rules differing from the statutory legal provisions with regard to the appointments of the Chairman, the members of the Compensation and Nomination Committee and the independent proxy.

The internal requirements profile (in addition to FINMA Circular 17/1) further specifies that the Board of Directors should be composed of persons of integrity which, as a whole, possess expertise and experience in relevant areas such as business strategy and risk policy, legal, leadership and organisation, human resources and corporate culture, investment and technology/digitisation. The professional competencies are evidenced by recognised and long-standing professional experience at Executive Board, Group Executive Board or Board of Directors level in medium-sized or larger companies in the relevant areas.

As announced in the media release of 8 December 2022, Dr Felix Weber will not stand for re-election at the forthcoming Annual General Meeting on 21 April 2023. In the search for a successor, which was accompanied by an external advisor, attention was paid in particular to: broad and international experience, thorough understanding of corporate governance, as well as experience in digital transformation. Based on the requirements profile, an initial candidate pool meeting diversity requirements and ensuring a balanced board composition was formed. Various members of the Board of Directors (including the Compensation and Nomination Committee) personally met the shortlisted candidates and reviewed the candidates' profiles and skills/experience. With Franco Morra, the Board of Directors will propose a personality with extensive experience in the management of banks and leading transformation processes for election as Chairman to the Board of Directors at the forthcoming Annual General Meeting on 21 April 2023.

The Compensation and Nomination Committee started to create a pipeline of female candidates to adequately consider gender diversity in a next vacancy.

3.5 Internal organisational structure

3.5.1 Allocation of tasks among the Members of the Board of Directors

The Board of Directors may appoint from among its members a Vice Chairman and also appoints a secretary (“Secretary”), who needs not be a member of the Board of Directors. According to the Bank’s Organisational Regulations which can be downloaded from www.cembra.ch/corporategovernance, the Board of Directors convenes upon the invitation of the Chairman or the Secretary on the Chairman’s behalf or, in the Chairman’s absence, of the Vice Chairman as often as business requires, but at least once every quarter.

Unless set out otherwise in the Organisational Regulations (www.cembra.ch/corporategovernance), the presence of the majority of the members of the Board of Directors is required for passing valid Board resolutions. Resolutions of the Board of Directors and of its committees are passed by way of the absolute majority of the votes represented. In the case of a tie of votes, the acting Chairman or committee chairperson has the deciding vote. If a committee consists of two members only, the respective chairperson’s right for a casting vote shall no longer apply, and for a valid resolution unanimity is required. Resolutions passed by circular resolutions are only deemed to have passed if (a) at least the majority of all members of the Board of Directors cast a vote or give written notice that they abstain, (b) the required majority to approve the proposed resolution is reached in accordance with the Organisational Regulations (www.cembra.ch/corporategovernance), and (c) no member of the Board of Directors requests a Board of Directors meeting in relation to the subject matter of the proposed resolution within three business days of receiving notice of the proposal. Any resolution passed by circular resolution is as binding as a resolution adopted at a Board of Directors meeting.

The Board of Directors critically assesses its own performance (meeting of targets and method of operating) on an annual basis. The review concluded that the Board and its committees are functioning effectively and efficiently.

The composition of the Board of Directors and its committees is disclosed in section 3.1 above.

In 2022, nine Board of Directors meetings were held. The meetings on average lasted half a day. In addition, several strategy updates have been held during 2022. The attendance of the Board of Directors meetings was 95% in 2022.

Board of Directors meeting dates and corresponding attendance were as follows in 2022:

Date	Dr Felix Weber	Thomas Buess	Dr Jörg Behrens ¹	Marc Berg ²	Alex Finn ³	Susanne Klöss-Braekler	Dr Monica Mächler	Martin Blessing ²	Urs Baumann ²	Denis Hall ²
15 February 2022 ¹	X	X				X	X	X	X	X
15 March 2022	X	X				X	X	X	E	X
18 May 2022	X	X	X	X	X	X	X			
24 June 2022 ¹	X	X	E ⁴	X	X	X	X			
20 July 2022 ¹	X	X	X	X	X	X	X			
24 August 2022	X	X	X	X	X	X	X			
26 September 2022 ¹	X	X	X	X	X	X	X			
28 October 2022	X	X	X	E	X	X	X			
7 December 2022	X	X	X	X	X	X	P			

1 Conference call

2 Elected as Member of the Board of Directors until 21 April 2022

3 Elected as Member of the Board of Directors at the Annual General Meeting on 21 April 2022

4 Due to technical issues

P Partly

E Excused

3.5.2 Committees

The Board of Directors may delegate some of its duties to committees. The standing committees are the Audit and Risk Committee and the Compensation and Nomination Committee.

Each of the committees is led by a chairperson whose main responsibility is to organise and lead the meetings. Following meetings of the committees, the chairperson informs the Bank's Board of Directors at its next meeting about the matters discussed in the committee meeting.

Audit and Risk Committee

The Audit and Risk Committee currently consists of three members of the Board of Directors: Dr Mächler (Chairperson of the Audit and Risk Committee), Dr Behrens and Mr Finn. All members of the Audit and Risk Committee are appointed by the Board of Directors. All members of the Audit and Risk Committee have relevant accounting and financial expertise to carry out their duties in the Audit and Risk Committee effectively.

The Audit and Risk Committee has a supervisory and monitoring function, particularly regarding the Group's financial reporting, internal control systems, risk management and internal and external audit. It makes recommendations to the Bank's Board of Directors and proposes measures where necessary, particularly regarding (i) the financial reporting and the integrity of the financial statements as well as the non-financial reporting of the Group on a legal entity and a consolidated basis; including assistance on non-financial information (ii) monitoring the effectiveness of the internal control system, specifically also the risk control, the compliance function and internal audit; (iii) discussing the Group-wide risk management framework, assessing annually the Group-wide risk management framework and ensuring that necessary changes are made; (iv) controlling the adequacy and effectiveness of the risk management and its processes in relation to the risk situation of the Group; (v) monitoring the implementation of risk strategies, ensuring in particular that they are in line with the defined risk tolerance and risk limits defined in the Group-wide risk management framework; (vi) supervising the Group's approach to internal controls; (vii) the appreciation of the capital and liquidity planning; (viii) monitoring and assessing the effectiveness and independence of the External Auditors and their interaction with Internal Audit, including discussion of the audit reports with the lead auditor; (ix) preparing the election, determining the appointment, the compensation and the retention and exercising the oversight of the activities of the Bank's and the Group's Auditors and any other registered public accounting firm hired for the purpose of preparing or issuing an audit report or performing other audit, review or attestation services for the Bank or the Group; (x) assessing of the regulatory audit plan, audit rhythm and audit results of Internal Audit and the External Auditors, and (xi) monitoring the Group's compliance with legal entity and consolidated regulatory and financial reporting requirements. The External Auditors report directly to the Audit and Risk Committee. The Audit and Risk Committee's duties and responsibilities are determined in compliance with FINMA Circular 17/1.

The Audit and Risk Committee holds meetings as often as required, but in any event at least once every quarter. The meetings are convened by the Chairperson of the Audit and Risk Committee or are initiated by an Audit and Risk Committee member. Meetings on average lasted three hours and are also attended by all members of the Management Board, the Bank's Chief Auditor and the External Auditor. During 2022, seven Audit and Risk Committee meetings were held. The attendance of the members to the Audit and Risk Committee meetings was 100% in 2022.

Please see details in the table below:

Date	Dr Monica Mächler	Dr Jörg Behrens ²	Alex Finn ²	Thomas Buess ³	Denis Hall ⁴
14 February 2022 ¹	X			X	X
14 March 2022	X			X	X
17 May 2022	X	X	X		
20 July 2022 ¹	X	X	X		
23 August 2022	X	X	X		
27 October 2022	X	X	X		
5 December 2022 ¹	X	X	X		

1 Conference call

2 Elected as Member of the Board of Directors at the Annual General Meeting on 21 April 2022

3 Changed Role (elected as member of the Compensation and Nomination Committee at Annual General Meeting 21 April 2022)

4 Elected as Member of the Board of Directors until 21 April 2022

Corporate Governance Report

Compensation and Nomination Committee

The Compensation and Nomination Committee currently consists of three members of the Board of Directors: Mrs Klöss-Braekler (Chairperson of the Compensation and Nomination Committee), Mr Berg and Mr Buess. In accordance with the OaEC, the members of the Compensation and Nomination Committee are elected by the Annual General Meeting. The Board of Directors designates a member of the Compensation and Nomination Committee as committee chairperson.

The Compensation and Nomination Committee supports the Board of Directors in fulfilling its duties to conduct a self-assessment, to establish and maintain a process for selecting and proposing new members to the Board of Directors, and to manage, in consultation with the Chairman, the succession of the Chief Executive Officer (CEO). In consultation with the CEO, it also assesses candidates for the other Management Board positions for which it takes into account a range of criteria, including diversity.

In addition, the Compensation and Nomination Committee serves to establish the compensation strategy for the Group, and to approve or make recommendations to the Board of Directors regarding certain compensation matters, in particular to review, on behalf of the Board of Directors and within the limits set by the Annual General Meeting, the compensation to be paid to the members of the Board of Directors and the Management Board. The Compensation and Nomination Committee also decides on guidelines for candidates for the Board of Directors and the Management Board.

Please refer to the Compensation Report on page 99 for information on (i) responsibilities and procedures involved in determining the compensation, (ii) the compensation, shareholdings and loans of the members of the Board of Directors and the Management Board and (iii) the rules in the Articles of Incorporation regarding the compensation, loans and the vote on pay at the General Meeting.

The Compensation and Nomination Committee holds meetings as often as required, but in any event at least once every quarter. The meetings are convened by the chairperson of the Compensation and Nomination Committee or on the initiative of a member of the Compensation and Nomination Committee. Meetings on average lasted one to two hours and are also attended by the Head of Human Resources and the CEO. During 2022, eight Compensation and Nomination Committee meetings were held. The attendance of the members to the Compensation and Nomination Committee was 88% in 2022.

Please see details in the table below:

Date	Susanne Klöss-Braekler	Marc Berg ²	Thomas Buess ²	Urs Baumann ³	Martin Blessing ³
27 January 2022 ¹	X			X	X
14 February 2022 ¹	X			X	X
14 March 2022	X			E	X
17 May 2022	X	X	X		
23 August 2022	X	X	X		
27 October 2022	X	E	X		
10 November 2022	X	E	X		
6 December 2022 ¹	X	X	X		

1 Conference call

2 Elected as Member of the Compensation and Nomination Committee at the Annual General Meeting on 21 April 2022

3 Elected as Member of the Compensation and Nomination Committee until 21 April 2022

3.6 Definition of areas of responsibility

The Board of Directors is ultimately responsible for the Bank's management; it sets the strategic direction of the Bank and supervises its management, as well as other matters which, by law, fall under its responsibility. This includes, in particular, the establishment and regular review of the overall management, the necessary directives, the organisation and the management structure, the Organisational Regulations, financial matters, risk profiles and risk capacity.

Corporate Governance Report

Except as otherwise provided by Swiss law, the Articles of Incorporation and the Organisational Regulations, all other duties, especially the preparation and execution of its resolutions, the supervision of the business and the management of the Bank are delegated to the Audit and Risk Committee, the Compensation and Nomination Committee, the Chairman, the CEO and the other members of the Management Board.

Details of roles and responsibilities of the Board of Directors can be found in the Organisational Regulations of the Board of Directors, which can be downloaded from: www.cembra.ch/corporategovernance.

CEO

The CEO is appointed by the Board of Directors upon proposal of the Chairman and the Compensation and Nomination Committee for an indefinite term of office. The CEO is the highest executive officer of the Group and is responsible and accountable for the management and performance of the Group. The Management Board acts under his leadership.

The CEO sets the business and corporate agenda, ensures high quality and timely decision-making and controls the implementation of decisions taken. He ensures alignment of the individual Management Board members to the business and corporate agenda. He supports and advises leaders of all organisational units and fosters an integrated entrepreneurial leadership spirit across the Group. The CEO assumes a leading role in preparing the Board of Directors' consideration of the Group's strategy. He is – together with the Compensation and Nomination Committee – responsible for succession planning on Management Board level and for maintaining the Group's good reputation. He represents the Group in contacts with important investors, customers and other stakeholders, as well as towards the general public.

Management Board

The Management Board includes as a minimum the CEO, the Chief Financial Officer (CFO), the Chief Risk Officer (CRO), the General Counsel and other members who lead significant business units. These members are appointed by the Board of Directors. At 31 December 2022, in addition to the CEO, the Management Board consisted of the CFO, the CRO, the General Counsel, the Chief Operating Officer (COO), the Chief Technology Officer (CTO) and the Chief Sales and Distribution Officer (see also section 4.1 below).

All members of the Management Board (with the exception of the CEO) are proposed by the CEO, and the Board of Directors approves their appointments following an assessment by the Compensation and Nomination Committee.

The Management Board, acting under the leadership of the CEO, is responsible for the management of the Group. It implements the strategy of the Group as defined by the Board of Directors and ensures the execution of resolutions by the General Meeting of shareholders and the Board of Directors in accordance with the law, the Articles of Incorporation and Organisational Regulations (www.cembra.ch/corporategovernance). The Management Board supports the CEO in the execution of his duties. It participates in all matters and decisions that are important to the Group; by doing so, it forms opinions and performs a coordinating and preparative function. It is responsible in particular for (i) managing day-to-day business, operational revenue and risk management, including management of the balance sheet structure and liquidity and representing the Company vis-à-vis third parties in operational matters, (ii) submitting applications to the Board of Directors regarding transactions for which the Board is responsible or for which its approval is required, and issuing rules for regulating business operations, (iii) developing and maintaining effective internal processes, an appropriate management information system, an internal control system and the necessary technological infrastructure, whereas the aforementioned responsibilities of the individual Management Board members might be further specified.

3.7 Information and control instruments vis-à-vis the Management Board

The Board of Directors supervises the Management Board through various meetings with Management Board, including meetings of the Board of Directors and its committees. The Board of Directors requires that it is fully informed about all matters that materially impact the Group. It requires that it receives sufficient information from the Management Board to perform its supervisory duty and to take decisions.

The Board of Directors meets at least on a quarterly basis as specified in the Organisational Regulations (www.cembra.ch/corporategovernance); in practice, the Board of Directors holds five to ten meetings every year. During the reporting year all members of the Management Board attended each of the Board of Directors' meetings and were available to answer questions from the Board of Directors.

Corporate Governance Report

The CEO ensures that the Chairman and the Board of Directors are provided with information in a timely manner and in a form and of a quality appropriate to enable the Board of Directors to carry out its duties. The CEO regularly reports to the Board of Directors at board meetings (or outside of board meetings) as agreed with the Chairman on the business development and on important business issues, including on all matters falling within the duty and responsibility of the Board of Directors. Such reports cover in particular the current business developments including key performance indicators concerning the core business of the Group, existing and emerging risks, and updates on developments in relevant markets and of peers. The information to the Board of Directors further covers quarterly reports on the statement of income, cash flow and balance sheet development, investments, personnel and other pertinent Group data, and information on all issues which may affect the supervisory or control function of the Board of Directors, including the internal control system and data privacy and cybersecurity.

The CFO informs the Board of Directors on a quarterly basis and the CEO and the Management Board on a monthly basis of the course of the business and the financial situation of the Group – especially the income statement with a comparison to the budget – and provides information on special developments. In particular, the CFO gives immediate notice to the CEO and to the Management Board about extraordinary events or urgent financial matters regarding the Group.

The General Counsel informs the Management Board and the Board of Directors at least on a quarterly basis about the supervisory, legal and regulatory situation of the Group. He informs these bodies immediately about any extraordinary legal and regulatory developments and urgent matters.

The CRO informs the Management Board and the Audit and Risk Committee at least on a quarterly basis, and the Board of Directors if required, about the development and implementation of principles and appropriate framework for risk identification, measurement, monitoring, controls and reporting as well as the implementation of the risk control mechanisms as decided by the Board of Directors. The Group has established an internal risk management process based on the Group risk framework. The process focuses on credit, market, liquidity and operational risks as well as non-financial risks within the Group. Detailed information on the management and monitoring of these risks can be found in the Risk Management Report on page 19.

The Chief Auditor is present at each meeting of the Audit and Risk Committee and informs at least on a quarterly basis about the status and progress of the annual plan, significant issues and other reporting matters as they pertain to the Audit and Risk Committee and Board of Directors. In accordance with the Organisational Regulations (www.cembra.ch/corporategovernance), the internal audit department reviews in particular; (i) the compliance with applicable laws, rules and regulations as well as the internal regulations, directives and resolutions; (ii) the annual financial statements, accounting and information technology, loans and other areas approved on an annual basis by the Audit and Risk Committee; and (iii) the fitness, reliability and functioning of the operational organisation and effectiveness of the control systems. Furthermore, the members of the Board of Directors receive monthly reports about the performance of the business, specific projects and any other relevant information.

The members of the Board of Directors have regular access to the CEO, CFO and other members of the Management Board as well as to the Chief Auditor and may request information concerning the course of the business or other specific projects from the CEO at any time.

The External Auditor prepares the regulatory audit report as well as further reports on audits addressing specific topics. Further, the External Auditor is generally present at the meetings of the Audit and Risk Committee as well as at the meetings of the Board of Directors in which the annual financial statements are approved by the Board of Directors as well as further meetings to the extent required, which was not the case in the reporting year.

The chairperson of the Audit and Risk Committee and the chairperson of the Compensation and Nomination Committee update the other members of the Board of Directors in the Board of Directors' meetings regarding the relevant topics discussed in the respective committee meetings.

3.8 Material changes after the balance sheet date

There were no material changes between the balance sheet date and the editorial deadline.

4 Management Board

4.1 Members of the Management Board

In accordance with Swiss law, the Articles of Incorporation and the Organisational Regulations (www.cembra.ch/corporategovernance) and subject to those matters that lie within the responsibility of the Board of Directors by law, the Articles of Incorporation and the Organisational Regulations, the Board of Directors has delegated the executive management of the Group to the CEO, who is supported by the other members of the Management Board in fulfilling this task.

Supervised by the Board of Directors, the CEO, together with the other members of the Management Board, conducts the operational management of the Group pursuant to the Organisational Regulations and reports to the Board of Directors on a regular basis.

The members of the Management Board are appointed by the Board of Directors. In accordance with the Swiss Federal Banking Act, the Banking Ordinance and the Organisational Regulations, no member of the Management Board may be a member of the Board of Directors.

As part of the Bank's updated strategy, the distribution activities were combined into the new Sales and Distribution department as of 1 January 2022. Peter Schnellmann, has been appointed Chief Sales and Distribution Officer and member of the Management Board as of 1 January 2022. Further, to ensure the focused implementation of the Bank's strategic programmes in the areas of digitisation and technology, the Operations and Technology department has been split into two departments which are now managed separately by Alona Eiduka as Chief Operating Officer (Head of Operation department) and Christian Schmitt as Chief Technology Officer (Head of Technology department).

The business address for each member of the Management Board is Bändliweg 20, 8048 Zurich, Switzerland.

The table below sets forth the name, nationality, date of appointment and position of each member of the Management Board as of 31 December 2022, followed by a short description of each member's professional experience, education and activities.

Name	Nationality	Appointed	Position
Holger Laubenthal	DE	2021	Chief Executive Officer (CEO)
Eric Anliker ¹	CH	2022	General Counsel
Alona Eiduka ²	LV	2022	Chief Operating Officer (COO)
Volker Gloe	DE	2013 ³	Chief Risk Officer (CRO)
Pascal Perritaz	CH	2018	Chief Financial Officer (CFO)
Christian Schmitt ²	CH	2022	Chief Technology Officer (CTO)
Peter Schnellmann	CH	2022	Chief Sales and Distribution Officer

¹ Eric Anliker took over as General Counsel on 1 September 2022 after Emanuel Hofacker stepped down as General Counsel as per end of June 2022

² Niklaus Mannhart stepped down as COO end of August 2022. Alona Eiduka took over as COO on 1 July 2022 and Christian Schmitt took over as CTO on 1 November 2022 following the separation of the previously combined Operations and Technology departments

³ Appointed in predecessor organisations prior to IPO

Detailed information about Emanuel Hofacker and Niklaus Mannhart can be found in the Corporate Governance Report of the Annual Report 2021 (www.cembra.ch/financialreports).



Holger Laubenthal

German national and Swiss resident, born in 1972

Mr Laubenthal has been the Bank's Chief Executive Officer since March 2021. Mr Laubenthal holds a MBA degree from Harvard Business School (2002) and a Diplom-Ingenieur (equivalent to Master of Science) in Wirtschaftsingenieurwesen (Industrial Engineering).

Name	Holger Laubenthal
Nationality	German
Appointed	2021
Position	Chief Executive Officer (CEO)

Professional experience:

- 2019–2020: President, Consumer & Manufacturing of Alghanim Industries (Kuwait)
- 2016–2019: President & CEO of GE Inspection Technologies (Lewistown, PA, USA & Cologne, Germany)
- 2014–2016: President & CEO of Mubadala GE Capital PJSC (Abu Dhabi, UAE)
- 2011–2014: President & CEO of GE Money Bank Russia (Moscow, Russia)
- 2008–2011: Vice President & Global Head of Strategy at GE Capital Corporation (Norwalk, CT, USA)
- 2007–2008: Vice Chairman of the Executive Board at GE Money Bank Germany (Hannover, Germany)
- 2006–2007: Director, Auto and Retail Sales Finance at GE Money Bank Germany (Hannover, Germany)
- 2003–2006: Different leadership roles at GE Money Bank Switzerland (Zurich, Switzerland)
- 1997–2000: Working for DaimlerChrysler AG (Germany, UK and Indonesia)

Mr Laubenthal is Chairman of the Board of Directors of the Bank's following subsidiaries: Swissbilling SA, Byjuno AG, Byjuno Finance AG and Fastcap AG.



Eric Anliker

Swiss national and resident, born in 1968

Mr Anliker has been the Bank's General Counsel since September 2022. He holds a Master in Law from the University of Berne.

Name	Eric Anliker
Nationality	Swiss
Appointed	2022
Position	General Counsel

Professional experience:

- 2018–2022: General Counsel at Ocorian Group (Jersey, UK)
- 2009–2017: Executive Counsel at GE Capital International (London, UK)
- 2005–2008: General Counsel at GE Money CEE/ME (Paris, France)
- 2002–2005: General Counsel at GE Money Bank AG (Zurich, Switzerland)
- 1999–2002: Chief Legal Counsel at Comco Holding (Biel, Switzerland) and Senior Associate at Nägeli & Streichenberg (Berne, Switzerland)
- 1995–1999: Transaction Counsel at UBS AG (Zurich, Switzerland)

Mr Anliker is member of the Board of Directors of the Bank's subsidiary Swissbilling SA and he is also member of the Bank's Pension Fund Board.



Alona Eiduka

Latvian national and Swiss resident, born in 1980

Mrs Eiduka has been the Bank's Chief Operating Officer since July 2022. She holds a Bachelor of Humanities in Philology from the University of Latvia and an MBA in Cross-Cultural Leadership from the University of Applied Sciences Northwestern Switzerland and Edinburgh Business School.

Name	Alona Eiduka
Nationality	Latvian
Appointed	2022
Position	Chief Operating Officer (COO)

Professional experience:

- 2019–2022: Head of Origination at Cembra Money Bank AG (Zurich, Switzerland)
- 2014–2018: Collections Leader at Cembra Money Bank AG (Zurich, Switzerland)
- 2013–2014: Senior Manager Operations Productivity at Cembra Money Bank AG (Zurich, Switzerland)
- 2012–2013: Collections Leader at-interim at GE Money Bank AG Switzerland (Zurich, Switzerland)
- 2007–2012: Various roles at GE Money Bank Latvia (Riga, Latvia)
- 2004–2007: Various roles at Atlas Services Group (Riga, Latvia)



Volker Gloe

German national and Swiss resident, born in 1968

Mr Gloe has been the Bank's Chief Risk Officer since 2013. He holds a university degree in Business Administration (Diplom-Kaufmann) from the University of Kiel (Christian-Albrechts-Universität zu Kiel) in Germany.

Name	Volker Gloe
Nationality	German
Appointed	2013
Position	Chief Risk Officer (CRO)

Professional experience:

- 2007–2013: Chief Risk Officer at GE Money Bank Norway (Stavanger, Norway)
- 2005–2007: Risk Strategist at GE Money Bank Norway (Stavanger, Norway)
- 2002–2005: Marketing Analyst and from 2003 FBB Marketing for GE Consumer Finance (Stavanger, Norway)
- 1999–2002: Customer Intelligence Manager for Comdirect Bank AG (Quickborn, Germany)
- 1997–1999: Market Researcher for Deutsche Herold Versicherungsgruppe der Deutschen Bank (Bonn, Germany)

Mr Gloe is Chairman of the Board of Managing Directors of the Bank's subsidiaries Swiss Auto Lease 2020-1 GmbH and Swiss Auto Lease 2019-1 GmbH and Vice Chairman of the Board of Managing Directors of Swiss Auto Lease 2016-1 GmbH (in liquidation) and eny Credit GmbH as well as member of the Board of Directors of the Bank's subsidiary Fastcap AG. Furthermore, he is the President of the ZEK (Central Office for Credit Information).



Pascal Perritaz

Swiss national and resident, born in 1972

Mr Perritaz has been Chief Financial Officer since October 2018. He has a Master's Degree in Economics from the University of Fribourg and a Swiss Federal Diploma as Financial Analyst and Portfolio Manager. Furthermore, he is a graduate from the Program for Leadership Development at Harvard Business School in Boston (USA).

Name	Pascal Perritaz
Nationality	Swiss
Appointed	2018
Position	Chief Financial Officer (CFO)

Professional experience:

- 2014–2018: Chief Financial Officer, Commercial Insurance at Zurich Insurance Group AG (Zurich, Switzerland), a company listed on SIX
- 2014: Chief of Staff, Group Finance at Zurich Insurance Group Ltd (Zurich, Switzerland)
- 2010–2013: Chief Financial Officer, Middle East / Africa at Zurich Insurance Group Ltd (Dubai, UAE)
- 2007–2010: Group Operations Manager at Zurich Insurance Group Ltd (Zurich, Switzerland)
- 1996–2006: Various roles with Zurich Insurance Group Ltd (Zurich, Switzerland and Dublin, Ireland)

Mr Perritaz is Vice Chairman of the Board of Managing Directors of the Bank's subsidiaries Swiss Auto Lease 2020-1 GmbH and Swiss Auto Lease 2019-1 GmbH and Chairman of the Board of Managing Directors of the Bank's subsidiary eny Credit GmbH. He is also member of the Board of Directors of the Bank's subsidiaries Swissbilling SA, Byjuno AG and Byjuno Finance AG as well as member of the Bank's Pension Fund Board.



Christian Schmitt

German and Swiss national and resident, born in 1976

Mr Schmitt has been the Bank's Chief Technology Officer since November 2022. He holds an EMBA in General Management with Stockholm School of Economics and a Bachelor in International Business at International Business School Bad Homburg.

Name	Christian Schmitt
Nationality	German/Swiss
Appointed	2022
Position	Chief Technology Officer (CTO)

Professional experience:

- 2020–2022: Clients and Markets Leader EMEA at UnitedLex (Schindellegi, Switzerland)
- 2008–2020: Director and Partner in various areas at PWC among others Global Relationship Partner for UBS (Zurich, Switzerland)
- 2007: Manager at b&m management (Zurich, Switzerland)
- 2000–2007: Various functions at Accenture (Kronberg im Taunus, Germany)
- 1997–2000: Self Employed Contractor (Bad Homburg, Germany)
- 1995–1997: Apprenticeship and Employee Project Support at Plastic Omnium (Karben, Germany)



Peter Schnellmann

Swiss national and resident, born in 1973

Mr Schnellmann has been Chief Sales and Distribution Officer since January 2022. He has a Bachelor of Business Administration from the European Business School in Zurich (Switzerland).

Name	Peter Schnellmann
Nationality	Swiss
Appointed	2022
Position	Chief Sales and Distribution Officer

Professional experience:

- 2020–2021: Co-Founder and Partner of Buyogo GmbH (Zurich, Switzerland)
- 2018–2019: Member of the Management Board, Distribution Officer at Bank Cler AG (Basel, Switzerland)
- 2018–2019: Member of the Management Board of Basler Kantonalbank Gruppe (Basel, Switzerland)
- 2014–2018: Managing Director, Consumer Banking at Cembra Money Bank AG (Zurich, Switzerland)
- 2009–2014: Head Institutional & Commercial Sales at GE Money Bank AG (Zurich, Switzerland)
- 2005–2009: Sales Leader Direct Sales at GE Capital (later GE Money Bank AG) (Zurich, Switzerland)
- 2003–2005: Project Manager Finance at Holcim Group Central & Eastern Europe (Switzerland)
- 1997–2002: Project Manager at Avantiac AG (Wollerau, Switzerland)
- 1992–1997: Customer advisor at UBS AG (Schwyz, Zug and Berne, Switzerland)

Mr Schnellmann is member of the Board of Directors of the Bank's subsidiaries Fastcap AG, Byjuno AG and Byjuno Finance AG and he is also member of the Bank's Pension Fund Board. Furthermore he is member of the Observer Board of Peat GmbH (Plantix) (Berlin, Germany), on the Board of the Swiss Payment Association and President of KFS (Consumer Finance Switzerland).

4.2 Other activities and vested interests

There are no other activities and vested interests of any members of the Management Board other than mentioned in the biographies above.

4.3 Rules on the number of permitted activities pursuant to art. 12 para. 1 point 1 of the Ordinance against Excessive Compensation (OaEC)

The members of the Management Board may upon prior approval by the Board of Directors or the Compensation and Nomination Committee be involved in up to five Activities of which a maximum of one may be in a listed company. As with respect to the restrictions applicable to the members of the Management Board the following Activities do not fall under the above restrictions:

- Activities in entities controlled by the Bank;
- Activities in entities controlling the Bank; and
- Activities in associations, charitable institutions as well as welfare and pension institutions.

No member of the Management Board is entitled to exercise more than ten such Activities.

Please refer to the biographies of the members of the Management Board in section 4.1 above regarding the additional Activities of the members of the Management Board.

4.4 Management contracts

The Bank has not entered into management contracts with third parties in 2022, and no such contracts are in place as per 31 December 2022.

4.5 Material changes after the balance sheet date

There were no material changes between the balance sheet date and the editorial deadline.

5 Compensation, shareholdings and loans

Information about compensation, shareholdings and loans can be found in the Compensation Report on page 96.

6 Shareholders' rights of participation

6.1 Voting rights and representation restrictions

Each Share carries one vote in the General Meeting. Voting rights may be exercised only after a shareholder has been registered in the Share Register as a shareholder with voting rights up to a specific qualifying day ("Record Date") designated by the Board of Directors. Persons who acquired Shares will be recorded in the Share Register as shareholders with the right to vote, provided that they expressly declare that they acquired the registered shares in their own name and for their own account (for details, see section 2.6 above). For further details please refer to art. 8 of the Articles of Incorporation under: www.cembra.ch/corporategovernance.

The Board of Directors may, with retroactive effect to the date of entry, cancel records in the Share Register that were created based on false information.

Any acquirer of Shares that is not registered in the Share Register as a shareholder with voting rights may not vote at or participate in person at any General Meeting, but will still be entitled to dividends and other rights with financial value with respect to such Shares.

Each shareholder may only be represented at a General Meeting by:

- the Independent Proxy by means of a written or electronic proxy, or
- by a third party, who need not to be a shareholder, by means of a written proxy.

The Board of Directors may, in the invitation to the General Meeting or in general regulations or directives, specify or supplement the rules laid down above (including rules on electronic proxy and electronic instructions).

6.2 Statutory quorums

No statutory quorums other than those defined by Swiss corporate law and the Swiss Federal Merger Act apply.

6.3 Convocation of the General Meeting

The statutory rules on the convocation of the General Meeting comply with applicable Swiss corporate law. Thus, a General Meeting is to be convened at least 20 calendar days prior to the date of such meeting by publishing a notice of the meeting in the Swiss Official Gazette of Commerce (Schweizerisches Handelsamtsblatt) or by any other means of publication specified by the Board of Directors in a particular case. Shareholders registered in the Share Register may also be invited by written notice.

General Meetings may be convened by the Board of Directors or, if necessary, by the Bank's auditors. The Board of Directors is further required to convene an extraordinary General Meeting if so resolved at an Annual General Meeting or if so requested by holders of Shares representing in aggregate, at least 10% of the Bank's share capital registered in the Commercial Register.

6.4 Inclusion of an item on the agenda

One or more shareholders holding Shares with an aggregate par value of at least CHF 1,000,000 or representing at least 10% of the Bank's share capital registered in the Commercial Register have the right to request that a specific proposal be put on the agenda for the next General Meeting. The Articles of Incorporation (www.cembra.ch/corporategovernance) require that such request including details of agenda items and motions is communicated to the Board of Directors at least 45 calendar days prior to the next General Meeting.

6.5 Registrations in the share register

There is no statutory rule on the deadline for registering shareholders in connection with the attendance of the General Meeting. For organisational purposes, however, no shareholders will be registered in the Share Register during the period beginning 10 days prior to a General Meeting and ending immediately after the closing of the respective General Meeting.

7 Changes of control and defence measures

7.1 Duty to make an offer

The Articles of Incorporation do not contain any "opting-out" or "opting-up" provision with regard to mandatory public takeover offers, as defined in art. 125 of the Swiss Financial Market Infrastructure Act. Thus, an investor who acquires more than 33 ⅓% of all voting rights of the Bank (directly, indirectly or in concert with third parties), whether they are exercisable or not, is required to submit a takeover offer for all shares outstanding, according to the Swiss Financial Market Infrastructure Act.

7.2 Clauses on changes of control

The contracts of the members of the Board of Directors do not contain any change of control clauses.

The contracts of the Management Board members do not provide for any agreements in the case of a change of corporate control other than the accelerated vesting provision in the Executive Variable Compensation Plan (EVCP) as further described in the section Compensation Report on page 99.

8 Auditors

8.1 Duration of mandate and term of office of External Auditor

The consolidated financial statements and the individual financial statements are audited by KPMG AG, Zurich. The External Auditor is elected for a period of one year at the Annual General Meeting. KPMG were appointed as statutory auditors and Group auditors in 2005. The appointment is reviewed annually by the Audit and Risk Committee to determine whether the appointment remains appropriate. The audit engagement partner changes every seven years, in accordance with the Swiss Code of Obligations. The current lead auditor for the Group is Mr Ertugrul Tüfekçi, Partner.

8.2 Auditing fees

Expenses related to the Group's financial and regulatory audit amounted to CHF 1,094,188 for the financial year 2022.

8.3 Additional fees

Expenses related to assurance-related services amounted to CHF 47,250 for the financial year 2022. Apart from these assurance-related services, no other non-audit services were provided.

8.4 Informational instruments pertaining to an External Audit

The Audit and Risk Committee, acting on behalf of the Board of Directors, is responsible for overseeing the activities of the External Auditor. It monitors the qualification, independence and performance of the latter. This includes reviewing external audit reports as well as examining the risk analysis. The Audit and Risk Committee receives quarterly reports from representatives of the External Auditor and it discusses these reports and assesses their quality and comprehensiveness. During 2022, the Chief Auditor as well as the auditor in charge representing the External Auditor attended all seven meetings of the Audit and Risk Committee.

The Audit and Risk Committee recommended that the Board of Directors approves the audited financial statements for the year 2022. The Board of Directors recommends that the financial statements be approved by the General Meeting.

The Audit and Risk Committee regularly evaluates the performance of the External Auditor and once a year determines whether the External Auditor should be proposed to the General Meeting for election. Also once a year, the auditor in charge reports to the Audit and Risk Committee on the External Auditor's activities during the current year and on the audit plan for the coming year. To assess the performance of the External Auditor, the Audit and Risk Committee holds meetings with the CEO, the CFO and the Chief Auditor. Criteria assessments include qualifications, expertise, effectiveness, independence, communication and performance of the External Auditor.

9 Information policy

General information

The Bank informs its shareholders and the public by means of the annual and half-year reports, letters to shareholders, in the Swiss Official Gazette of Commerce (Schweizerisches Handelsamtsblatt) as well as through press releases and presentations. These documents are available to the public in electronic form under: www.cembra.ch/investors.

The Bank publishes an annual report, available in English and German. The Bank's annual report is available at: www.cembra.ch/financialreports.

Ad-hoc publicity and e-mail distribution service

The Bank reports in accordance with the ad hoc publicity requirements pursuant to art. 53 of the Listing Rules of the SIX Swiss Exchange Regulation. Ad hoc announcements may be viewed at www.cembra.ch/investors.

Interested parties can also subscribe to the e-mail distribution service to receive notifications of ad hoc announcements at www.cembra.ch/investors.

Important dates

The financial calendar can be downloaded from: www.cembra.ch/investors.

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Investor Relations

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10 Quiet trading periods

Trading in the Bank's securities, its derivatives and other related securities is prohibited during the period starting two weeks before the full-year and half-year balance sheet dates of the Bank and ending one full trading day following the respective public release.

The regular trading restrictions apply to the following persons: all members of the Board of Directors, the Management Board and any employee of the Group as well as any employees of third parties providing services to the Group and the physical persons acting on their behalf having access to insider information.