



Sustainability strategy

Long-term and growth-oriented

The guiding principle of Vogt Asset Management AG (VAM) is: "long-term and growth-oriented, that's how we invest". This principle forms the foundation of our daily activities. As a responsible, independent asset management company, the careful and long-term management of the assets entrusted to us by our clientele is the central element of our work. We take this responsibility holistically as a company and trusted advisor. The topic of sustainability plays a central role in this.

Scope and background

Starting from the mission statement and based on our values and a materiality analysis, we have defined the sustainability issues that are central to us. With this sustainability strategy, we aim to strategically guide our engagement in addressing sustainability opportunities and sustainability risks at the corporate and product level in order to make the most effective and relevant contribution to a more sustainable economy.

The strategy also aims to comply with the requirements of Articles, 3, 4 and 5 of the Sustainable Finance Disclosure Regulation (SFDR).

Corporate responsibility

Responsible corporate governance

Regulations and standards

As a regulated asset manager, VAM complies at all times with the regulatory requirements applicable to it. In particular, mention should be made of supervisory and professional legislation.

In addition, internal directives describe the rules to which employees are obliged to adhere in their dealings with interest groups such as clients, colleagues, shareholders, supervisory authorities and business contacts.

Leadership and responsibility

The Board of Directors brings the values of the founding family as well as sufficient experience and independence to ensure a professional evaluation of the business.

Responsibility in the area of sustainability lies with the Executive Board and is overseen by a member of the Executive Board. The person in charge of sustainability is responsible for the further development of the sustainability strategy, the achievement of targets and compliance with the criteria.

Remuneration policy and incentive systems

VAM's remuneration policy aims to align long-term corporate objectives with employee compensation and incentives.

Compensation for assuming responsibilities in the area of sustainability is included in the fixed salary of the responsible person. There is no variable or separate compensation for the assumed responsibility or other activities based on ESG criteria.

Social responsibility

Health and work-life balance

Competence and continuity are our keys to long-term business success. This goes hand in hand with motivated, satisfied and customer-oriented employees.

To support and promote job satisfaction and to reconcile our values of competence, family, community and progress, we offer our employees good social benefits and flexible working time models.

The health of our employees is close to our hearts. We contribute to this by providing a modern workplace that meets their needs.

Diversity & Inclusion

VAM sees the diversity of its employees as an opportunity for an inspiring and productive atmosphere. We value different perspectives. We promote a work environment characterised by integrity, respect and tolerance. Harassment, bullying, intimidation and discrimination of any kind will not be tolerated.

Training and development

VAM regularly offers internal workshops and training, and supports employees in external courses and training.

Ecological responsibility

Energy and resource efficiency

The careful use of resources is the focus of the ecological sustainability at VAM.

VAM pays particular attention to energy efficiency and the reduction of resource consumption.

Integration of sustainability information in the investment process

Goal and definition

VAM can make the greatest contribution to a more sustainable and resilient economy with its core activity, asset management. With the careful selection of financial instruments and the underlying systematic integration of sustainability information, opportunities can be seized and risks minimised. The integration of data on environment, social and governance (ESG) extends throughout the entire investment process. The goal is a climate-friendly portfolio.

The central element is the ESG filter, which is implemented individually in the respective asset classes. The following focus topics are particularly relevant for VAM:

- Environmental: energy and resource consumption, climate change
- Social: diversity, occupational health & safety standards
- Governance: management structures & incentive systems

Process description

Due to the diversity of investment strategies, investment processes and investment types managed, ESG integration differs within investment options. Each asset class has its own ESG measurement criteria and requirements.

In addition to traditional financial metrics, non-financial minimum ESG criteria are defined for individual investments, in some cases individual investments are excluded because their business activities are deemed unethical, harmful to society or in breach of laws or regulations. In addition to the best-in-class approach, sustainability filters that consider environment, social and governance criteria are also used for fund selection. VAM relies primarily on information from external providers for its systematic ESG integration.

It is important to mention that the ESG integration must not lead to an impairment of the portfolio return. Therefore, the ESG criteria used are not exhaustive and securities from certain companies or issuers may be bought, held or sold for other reasons.

Strategic and tactical investment decisions are also implemented based on this restricted universe. This universe forms the basis for action for asset management mandates and guarantees ESG integration across all areas of activity.

Due to the lack of comprehensive data, especially with regard to collective investments and bonds, VAM currently refrains from preparing a Principle Adverse Impact Statement at company level (SFDR Article 4).

The ESG integration process is binding and regulated in detail in a separate ESG Integration Policy.

version 29.04.2022