

Sustainability Report.

2025

About this report

The Sustainability Report describes the current status and progress made in the area of sustainability at Leonteq in 2025 and provides a comprehensive overview of the Group's approach to sustainability, its material topics, and its sustainability strategy and governance. It also provides an account of current sustainability measures and initiatives in place at the Group.

This Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, as well as the Task Force on Climate-related Financial Disclosures (TCFD) and Article 964b of the Swiss Code of Obligations.

The Sustainability Report was approved by Leonteq's Board of Directors and will be submitted to shareholders for approval in an advisory vote at the Annual General Meeting 2026. Limited assurance has been obtained for specific sustainability indicators from Leonteq's external auditor, Deloitte, and these indicators are listed in the Assurance Report on pages 56 to 57.

Leonteq is aware of the Swiss Ordinance requirement to publish its sustainability report in a machine-readable, XBRL-tagged format. However, because a fully developed and internationally recognised digital sustainability taxonomy is not yet available, implementing XBRL tagging is not yet feasible. Leonteq will adopt XBRL reporting once a stable, widely accepted taxonomy is finalised.

For the purposes of this Report, unless otherwise stated, the terms "Leonteq", the "Group", "we", "us" and "our" denote Leonteq AG and its consolidated subsidiaries. The business of Leonteq Securities AG, the main operating entity of the Group, is substantially similar to the Group, and we use these terms to refer to both when the subject is the same or substantially similar. We use the term "the Company" when referring only to Leonteq AG.

GRI Report.

Our company, activities and people	4
Governance	5
Strategies, policies and practices	8
Stakeholder engagement	13
Material topics	15
Business Conduct & Ethics	16
Quality of Products & Services	20
Employee Engagement & Development	22
Data Protection & Cybersecurity	34
Climate change	37
GRI Content Index	41

Our company, activities and people

GRI 2-2 GRI 2-6

GRI 2-7 GRI 2-8

Leonteq is an issuer and service provider in the structured products market, combining financial engineering capabilities with proprietary technology and an established distribution network. The company provides a client-facing technology platform that supports the end-to-end lifecycle of structured products, complemented by expertise in structuring, trading, and straight-through processing for derivatives.

Leonteq is headquartered in Zurich and has operations in 13 countries. Through its B2B4C business model it covers more than 40 target markets across EMEA, APAC, and LATAM. With its international presence, the Group predominantly distributes its products through more than 1,000 financial intermediaries to end-investors.

As a securities firm operating under a regulatory framework that is comparable to that of a bank supervised by the Swiss Financial Market Supervisory Authority FINMA,

Leonteq operates in a highly regulated environment for its clients.

Leonteq's strategy is focused on expanding recurring, capital-light revenue streams while maintaining disciplined approach to cost. Under the leadership of its new CEO and its refreshed management team, Leonteq is operating with a clearly defined strategic agenda built around three priorities: Resizing underperforming areas, optimising established activities, and expanding high-potential initiatives.

Leonteq has an international workforce with employees from 54 different countries. As of 31 December 2025, its headcount was 555, which is a decrease compared to a total headcount of 592 as of 31 December 2024.

Leonteq has 134 female employees and 421 male employees. Out of the global workforce, 294 employees are based in Switzerland, 203 in Europe and 58 in Asia & the Middle East.

Of its total employees, 536 are permanent employees and 19 hold temporary employment contracts. 517 are full-time employees and 38 work on a part-time basis (less than 100%).

A number of contractors perform project related roles at Leonteq. Contractors are not considered as employees as they do not have an employment contract with Leonteq and they are therefore not included in the company's headcount. As at 31 December 2025, 63 contractors held project related roles at Leonteq (2024: 83).

Headcount		2025				2024			
		Switzerland	Europe	Asia & Middle East	Total	Switzerland	Europe	Asia & Middle East	Total
Employee contract									
Permanent	Female	58	55	17	130	59	51	17	127
	Male	227	139	40	406	255	132	50	437
Temporary	Female	2	2	0	4	0	1	0	1
	Male	7	7	1	15	13	10	4	27
Employee type									
Full-time	Female	43	51	17	111	43	48	17	108
	Male	223	142	41	406	255	141	54	450
Part-time	Female	17	6	0	23	16	4	0	20
	Male	11	4	0	15	13	1	0	14

Governance

Governance structure and composition

GRI 2-9

Leonteq recognises that robust corporate governance and a clear governance framework with defined roles and responsibilities are vital for the long-term success of the Group. They instil the right mindset among Leonteq employees and help to preserve the integrity of the financial sector.

The Group's corporate governance reflects its regulatory obligations as a Swiss securities firm and as a publicly listed Swiss company, respectively. Leonteq provides transparent disclosures about its governance to help stakeholders assess the quality of the Group's corporate governance and to assist investors in their investment decisions.

Leonteq's corporate governance framework comprises its governing bodies and its corporate governance policies, which describe the competencies of the governing bodies and other corporate governance rules and procedures.

Leonteq's governing bodies are the General Meeting, the Board of Directors and the external auditors.

- The General Meeting of Leonteq's shareholders is the Group's highest governing body. Shareholders elect the members of the Board of Directors and the independent external auditors on an annual basis and approve statutory resolutions at the Annual General Meeting. Those statutory resolutions include the approval of the consolidated financial statements, amendments to the Articles of Association (if applicable), and the approval of the total compensation of members of the Board of Directors and the Executive Committee.
- The Board of Directors consists of six non-executive members and is responsible for the overall strategic direction, the supervision and control of the Group and for appointing the members of the Executive Committee.
- The Executive Committee is responsible for day-to-day operations and for implementing the overall strategy of the Group.

Leonteq's corporate governance is defined through a set of policies that include the Articles of Association, the Organisational and Management Regulations, the Code of Conduct & Ethics as well as other internal Group policies.

More information about Leonteq's governance structure can be found on pages 41 to 75 in the Annual Report 2025.

Nomination and selection of the Board of Directors

GRI 2-10

GRI 2-11

According to Leonteq's Articles of Association, the Board of Directors consists of five or more members. Each member of the Board is individually elected by the Annual General Meeting for a term of one year. Members of the Board may be re-elected with no limitation on the number of terms served. The term of office ends upon the completion of the Annual General Meeting following their election. The Annual General Meeting elects a member of the Board of Directors to be the Chairman of the Board for a one-year term. The Chairman of the Board of Directors is a non-executive, independent member of the Board of Directors. In the event of the post of Chairman becoming vacant, the Board of Directors appoints a new Chairman for the remaining term until the next Annual General Meeting. The Board elects a Vice-Chairman from among its members. The Chairman or the Vice-Chairman must be domiciled in Switzerland. Furthermore, the Board appoints a Secretary who does not need to be a member of the Board.

The Board of Directors manages its composition through a formal rotation of its members, as well as through background and skill mapping to achieve an optimal structure over time. The Nomination and Remuneration Committee regularly considers the composition of the Board as a whole and the composition of its Committees. The skill matrix is regularly reviewed and adapted taking into account the development of Leonteq's business model and external factors.

The Nomination and Remuneration Committee takes into account skills, management experience, independence and diversity when recruiting and evaluating candidates for Board membership. It also considers the other activities and commitments of potential candidates to ensure that they can devote sufficient time to a Board position at Leonteq. The Nomination and Remuneration Committee aims to maintain a high level of talent and experience and continues to strive for greater diversity in terms of the skills and background of its members through new nominations.

Sustainability governance

GRI 2-12 GRI 2-13 GRI 2-14

Annual General Meeting

Following its publication, the Sustainability Report is submitted to the Annual General Meeting for approval in an advisory vote.

Board of Directors

The Board of Directors determines the overall direction of the Group's sustainability strategy, oversees the implementation of the strategy and approves sustainability-related targets and KPIs. The Board of Directors affirms the material topics annually and approves the materiality assessments. In addition, the Board of Directors reviews and endorses the Group's main ESG-related policies, including the Group's governance policies and practices.

Oversight of sustainability and ESG matters is interdisciplinary by nature, and as such, the discussion and monitoring of sustainability topics fall partially within the mandate of the Audit and Risk Committee and partially within the mandate of the Nomination and Remuneration Committee. In specific terms, the Audit and Risk Committee is responsible for reviewing the Group's sustainability reporting. The Nomination and Remuneration Committee is responsible for monitoring and assessing the Group's efforts related to gender diversity and approving programmes that enable the Group to attract and retain employees. It also defines the framework used

to determine how the implementation of ESG measures impacts the compensation of the Executive Committee.

The Board of Directors reviews the Sustainability Report that is published annually. This report and related disclosures are prepared by the Sustainability Committee, signed off by the Executive Committee and is submitted to the Audit and Risk Committee for review ahead of the final approval provided by the Board of Directors before publication.

Sustainability Committee

Leonteq's Sustainability Committee is a committee of the Executive Committee. The composition of the Sustainability Committee reflects Leonteq's sustainability focus areas: Employee Engagement & Development, Business Conduct & Ethics, Data Privacy & Cybersecurity, Quality of Products & Services, ESG Risk Framework, Climate Change, and Corporate Sustainability Reporting. The members of the Sustainability Committee represent these different focus areas based on their function within the Group. Each focus area is linked to one or more material topics and their respective impacts. Committee members are either a member of the Executive Committee or hold a senior management position, subject to the internal directive that the Sustainability Committee should not include more than three members of the Executive Committee.

The Sustainability Committee is primarily responsible for the implementation of the sustainability strategy defined by the Group's Board of Directors. In specific terms, the Sustainability Committee is responsible for overseeing the integration of ESG best practices across the Group's business activities and management approaches, as well as overseeing the implementation of Leonteq's sustainability initiatives. The Sustainability Committee defines a sustainability KPI framework with sustainability-related targets and KPIs in cases where it is possible to monitor implementation. Together with Risk Control, the Sustainability Committee also defines Key Risk Indicators (KRIs) for objectives related to identified sustainability risks and it establishes and regularly monitors these metrics and their corresponding targets to ensure continued progress.

The KPI framework is approved by the Group's Board of Directors, which subsequently also monitors the progress of the agreed sustainability initiatives by reviewing the Group's performance against its sustainability KPIs, targets and ambitions.

The Sustainability Committee meets at least four times a year. Following each meeting, the Chairperson of the Sustainability Committee provides an update to the Sustainability Delegate of the Board of Directors. Additionally, the Sustainability Committee regularly submits updates and reports to the Board of Directors about the Group's progress against its sustainability strategy, including KPIs, KRIs, trends, regulatory requirements and recommendations.

Group Culture Committee

In 2025, Leonteq established the Group Culture Committee, which committee is responsible for defining and overseeing the Group's global cultural vision and ensuring that it remains aligned with the Group's mission, values and long-term strategy. It upholds and promotes ethical business practices in accordance with regulatory expectations in all applicable jurisdictions and ensures that the practices of the Subsidiaries are aligned with global standards. The Committee assesses corporate culture across regions, regularly monitors the Group's risk culture, and oversees the activities of the local Corporate Culture Committees of the Subsidiaries. For these purposes, the Group Culture Committee has authority to supervise, review, and direct the activities and proceedings of two committees established under its mandate: (1) the Risk Culture Committee; and (2) the Corporate Culture Committee. Each committee is composed of at least four members, which must include members of the Executive Committee, the Chair of both the Corporate Culture Committee and the Risk Culture Committee and other experts in executive positions who are employees of the Group. It also includes at least one representative of each Group location.

Conflicts of interest

GRI 2-15

Members of the Board of Directors and the Executive Committee must avoid conflicts of interest or actions that could appear to conflict with the Company's interests or those of its subsidiaries or the Group. If a conflict arises, the individual must immediately inform the Chairman (or the Vice-Chairman, if the Chairman is involved), abstain from discussions and voting on the matter, and allow the Chairman or Vice-Chairman to determine if a conflict exists. Additionally, Executive Committee members are excluded from Board discussions or decisions regarding their performance, compensation, recruitment, or personal matters and from private sessions where strategic company issues are addressed.

More information is available in the Annual Report 2025 on page 61.

Communication of critical concerns

GRI 2-16 GRI 2-26

Leonteq's global whistleblowing system is based on the Group's global policy on Escalation and Whistleblowing.

The policy complements Leonteq's Code of Conduct & Ethics and requires employees to report any violations of laws, rules, regulations or the Code of Conduct & Ethics. Reports may be made via an internal channel, such as the employee's line manager or other member of senior management, or on a confidential, anonymous basis if required and where permitted by law. In this case, they may use Leonteq's Integrity Line, which is a third-party escalation platform hosted by EQS that serves as a whistleblowing channel to escalate cases of potential legal, regulatory or ethical misconduct.

When a whistleblowing report is submitted, the EQS platform notifies Leonteq's Global Head of Compliance, who conducts an initial assessment before passing the report to the decision body for further action. The decision body is composed of two persons,

depending on which individuals or functions are affected by the potential accusations. This selection is aligned with Leonteq's process to ensure an independent decision: the Chairman of the Board of Directors, the Chair of the Audit and Risk Committee (ARC), the Head of Group Internal Audit, the Chief Executive Officer, the General Counsel, and / or the Global Head of Compliance.

The decision body then determines the next steps, and an investigation is launched. The investigation is led by the Global Head of Compliance, unless the Legal & Compliance team is the subject of the investigation, in which case it is led by the head of Group Internal Audit or by an external independent investigator. Within 20 days of initiating the investigation, the results are reported to the decision body, along with a recommendation to either take further action or close the case.

The Leonteq Integrity Line can also be accessed via Leonteq's corporate website by individuals outside Leonteq who wish to report violations of Leonteq's Code of Conduct & Ethics or any applicable laws, rules or regulations.

To reinforce the effectiveness of this process, it is supervised by the Audit and Risk Committee of the Board of Directors of Leonteq. The Audit and Risk Committee receives regular updates on significant reports received as well as on measures taken. Leonteq is committed to the timely resolution of grievances and uses these reports to improve its practices and mitigate future risks. These procedures apply across all operations and are an integral part of Leonteq's efforts to foster accountability and trust within its stakeholder network.

In 2025, all reports were reported to the Executive Committee and Audit and Risk Committee. As of 31 December 2025, the investigation of one report is ongoing, all other cases were closed. None of them were determined to be of a critical nature.

Strategies, policies and practices

GRI 2-22

“Efficient and effective sustainability governance is essential to ensure that we continue to embed sustainability considerations into our business practices, as well as achieving steady progress towards our sustainability goals and recognising potential opportunities and challenges at an early stage.”

Jasmin Koelbl-Vogt
Chair of the Sustainability
Committee



Sylvia Steinmann
Sustainability Delegate
of the Board of Directors

Sustainability over the years

2020/1

Leonteq launches its **Sustainability initiative**

Leonteq pronounces its commitment to the **UN Global Compact**

SUSTAINABLE
DEVELOPMENT GOALS



2022

Inaugural **Sustainability Report 2021** published

Leonteq's **Sustainability Committee** established

Leonteq publishes its **Code of Conduct & Ethics**

Leonteq becomes a member of **Advance**

Leonteq becomes **Great Place to Work** certified

Leonteq receives **MSCI** ESG Rating of A



2023

Leonteq publishes its second **Sustainability Report 2022** with limited assurance on selected KPIs

Leonteq signs the **Advance Diversity Charter**

Leonteq receives an ESG Risk Rating of 12.3 (Low Risk) by **Sustainalytics**

Leonteq places in top 3 financial services companies in **Inrate zRating study 2023**

MSCI upgrades Leonteq's ESG Rating to AA



2024

Leonteq defines **climate action plan** including net zero targets

Leonteq conducts its **first double materiality assessment**

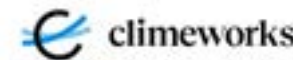


2025

Leonteq publishes inaugural **TCFD Report 2024**

Leonteq receives **ISS ESG rating score of D+**

Leonteq partners with **climeworks** to create a carbon removal portfolio as part of its climate counterbalancing strategy



Sustainability strategy

To deliver on our sustainability strategy and thus drive the sustainable development of the Group, we are focusing on enhancing the Group’s environmental footprint, maintaining a robust governance system, and addressing social considerations that benefit employees and the wider community.

In this context, Leonteq has defined three external ESG targets (alongside additional measures that will support the integration of ESG aspects into our business activities) in the following areas:

Net-Zero GHG emissions

Leonteq has defined its sustainability strategy as it relates to the Group’s climate action plan to achieve net zero greenhouse gas emissions. Leonteq has set ambitious, time-bound targets aimed at reducing its carbon footprint and managing climate-related risks. These targets support Leonteq’s efforts to strengthen its long-term resilience and align its operations with global climate objectives:

2030 Target
50% reduction in Scope 1 and Scope 2 (baseline 2024)

2035 Target
Net-zero for Scope 1 and Scope 2, and selected Scope 3 categories (i.e. business travel and employee commuting)

Great Place to Work® Trust Index score

Leonteq recognises that employees are our most valuable asset and are key to our success across all areas of our business. Since 2022, Leonteq has taken part in the Great Place to Work initiative and the related employee survey as a means of measuring the Group’s impact on employee satisfaction, engagement and development. Having previously conducted the survey every two years (in 2022 and 2024), the new management team decided to conduct the next survey in 2025. Employees globally were asked to participate in an employee survey as the first step in this process. Based on the survey results, the overall Trust Index Score was 62%. In addition, Great Place to Work certified four of Leonteq’s 14 locations as great places to work: Germany, Italy, Monaco and the UK - these had a score of 65% or higher in 2025.

In view of the less positive outcome of the survey, Leonteq established a detailed programme to address employee feedback. This programme will take time to implement, which is why the next survey is scheduled for 2027. Consequently the company now expect to achieve a Trust Index score of more than 65% by 2027 (previous target: 72% by 2026) which it aims to achieve by certifying more locations on the back of the measures that are in process of being implemented.

2022	68%
2024	64%
2025	62%
2027 Target	›65%

Gender diversity

Diversity is an important factor that Leonteq considers when determining the composition of its workforce. In particular, it recognises that diversity has a key part to play in helping it to remain competitive and in positioning the Group as an employer of choice. It is therefore working to improve its diversity ratios and has defined the goal of increasing gender diversity across the Group to over 25% by 2027 (previous target: over 25% by 2026).

2022	19%
2023	20%
2024	22%
2025	24%
2027 Target	›25%

Our policies and practices

GRI 2-23 GRI 2-24

GRI 2-25 GRI 2-27

Leonteq is committed to upholding high legal, ethical and moral standards as well as fostering a culture of strict compliance with local and international laws and regulations. In order to achieve a common understanding of our conduct and ethics standards across the company, we have summarised them in our global Code of Conduct & Ethics, which is complemented by our Supplier Code of Conduct. These core documents ensure that Leonteq operates with integrity, aligns with international standards, respects human rights, and promotes transparency and accountability in all its activities. By embedding these principles across our operations and business relationships, Leonteq reinforces its commitment to sustainable business practices.

Code of Conduct & Ethics and other internal policies

The Code of Conduct & Ethics outlines Leonteq's commitment to ethical business practices, referencing international frameworks such as the International Charter of Human Rights and International Labour Organization (ILO) standards. It mandates due diligence, proactive risk management and respect for human rights, emphasising equality and non-discrimination. Approved by the Board of Directors, the Code of Conduct & Ethics applies to all operations and to all Leonteq personnel. It is read and acknowledged by all employees annually and forms part of Leonteq's mandatory compliance training. The Code of Conduct & Ethics is publicly accessible on Leonteq's corporate website and underlines Leonteq's dedication to integrity and to following sustainable practices in its operations and stakeholder engagements.

Leonteq's Code of Conduct & Ethics further references a number of internal Group policies. These and other policies are mentioned in this report where applicable in the discussion of Leonteq's material

topics. Policies are embedded at every organisational level and mandatory training is provided to employees and members of the Board to ensure compliance with them. Leonteq uses robust governance structures, led by the Board of Directors, to monitor adherence with the policies and address any violations. Regular reviews and updates to all policies, including the Code of Conduct & Ethics, ensure Leonteq's alignment with regulatory requirements, evolving international standards and stakeholder expectations.

Internal Control System

The Group-wide internal control system, whose basic structure reflects the three lines model, ensures effective risk governance and risk management. Overall responsibility for the internal control system lies with the Board of Directors and its Committees. The Board of Directors defines the overall guidelines and performs an assessment of the internal control system on a regular basis. It delegates the implementation and maintenance of the internal control system to the Executive Committee.

The first line delivers services and products to partners and clients while managing associated risks. It consists of managers and "risk owners," who are responsible for identifying, assessing and addressing inherent risks tied to business activities. Line managers implement controls and measures to mitigate risks and manage activities under their supervision.

The second line supports the first line by providing expertise, independent controls and oversight. It defines policies, frameworks, tools and techniques that are to be implemented. It monitors their implementation, and ensures consistent risk measurement.

The third line, led by Internal Audit, provides independent assurance to the Board of Directors, assessing the effectiveness of governance, risk management, and internal controls using a risk-based approach.

The internal control system is audited on an annual basis in accordance with ISAE 3402. A comprehensive report documenting these controls is produced on an annual basis and is certified by means of an external audit.

Sustainability risk management

Sustainability risk, including its subcategories environmental risk, social risk and governance risk, are integrated into Leonteq's Global Risk Guidelines. These guidelines together with Leonteq's Sustainability Framework include a structured process designed to identify, assess, mitigate and monitor sustainability risks associated with the Group's material sustainability topics. Such risks are managed within Leonteq's risk taxonomy – either as sustainability or operational risks – and are governed by the Group's risk framework.

More information about Leonteq's risk framework can be found on pages 103 to 110 of the Annual Report 2025.

Additionally, an overview of how climate-related risks and opportunities are addressed and managed can be found in Leonteq's Task Force on Climate-related Financial Disclosures (TCFD) report on pages 47 to 55.

Addressing potential and actual negative impacts

To address potential and actual adverse impacts associated with its operations, Leonteq follows structured grievance mechanisms in line with its internal Group policies. Several of these processes relate to Leonteq's material topics. Further information can be found on the following pages: Client complaint processes (page 21), market abuse and insider trading (page 17), bribery and corruption (page 18), discrimination (page 33), data breach (pages 34 to 35), cybersecurity incident (page 35).

In December 2025, the German Federal Financial Supervisory Authority (BaFin) imposed a fine of EUR 35,000 on the Frankfurt-based subsidiary Leonteq Securities (Europe) GmbH. The fine was imposed for a breach of supervisory duties towards employees. This relates to an order already communicated in 2023. At that time, BaFin identified shortcomings in areas such as the outsourcing of internal security measures, the application of due diligence obligations and record-keeping and retention requirements. These were mainly formal, documentation or organisational matters, which were identified as part of a focus audit during the audit of the annual financial statements for 2022. Leonteq Securities (Europe) GmbH implemented remedial measures by the end of February 2024 and it welcomes the fact that this regulatory legacy issue is now closed.

Association memberships and participation in external initiatives

GRI 2-28

Leonteq is a member of various associations, including the Swiss Structured Product Association (SSPA), Italian Association of Certificates and Investment Products (ACEPI), Swiss Sustainable Finance (SSF), and Advance. The Company is also a signatory to the United Nations Global Compact (UNGC) as well as the UN-supported Principles for Responsible Investment (PRI).

United Nations Global Compact and Sustainable Development Goals

Leonteq became a signatory to the United Nations Global Compact (UNGC) in 2021, committing to its Ten Principles on human rights, labour, environment, and anti-corruption as a core part of its strategy, culture, and daily operations. Its commitment to the UN Sustainable Development Goals (SDGs) is reflected in its sustainability initiatives, with its efforts to align its material topics with the relevant SDGs. Leonteq also focuses its community engagement framework around seven key SDGs while actively contributing to the realisation of 14 out of 17 SDGs. Further details on the linkage between material topics and SDGs are available in the GRI Content Index (page 41) of the 2025 Sustainability Report.

Advance

In 2022, as part of our efforts in the area of diversity and inclusion, Leonteq joined Advance, the leading business association for gender equality in Switzerland. Advance works with around 150 Swiss-based companies that are committed to increasing the proportion of women in management. As a member of the association, Leonteq is seeking to improve the gender diversity of its own workforce and to give its leaders additional resources to nurture an inclusive working environment.

Swiss Structured Products Association

As a leading marketplace for structured investment products, Leonteq actively promotes the image of the structured products sector within the Swiss finance industry and supports efforts to increase transparency and educate investors about this field. Leonteq has been an active member of the Swiss Structured Products Association (SSPA) since 2008. Leonteq representatives have taken part in the expert workgroups “Standards” and “Legal & Regulation” since 2008, in the “Public Distribution” since 2018 and in the “Tax” expert group since 2021. In 2022, Leonteq joined the ESG expert working group as part of its increased involvement with SSPA in the area of ESG. It is actively supporting the establishment of a recognised common minimum standard across the Swiss structured product industry for products with sustainability features.

Italian Association of Certificates and Investment Products

Leonteq has been a member of the Italian Association of Certificates and Investment Products (ACEPI) since 2022. The Association aims to promote an interest in and knowledge of certificates and investment products among investors, taking the necessary measures to foster the development of efficient and transparent primary and secondary markets for these products. Membership of the association enables Leonteq and other market operators to stay informed about developments in this area through ACEPI’s research, studies, conferences, seminars and training courses. Our role as a member of ACEPI also helps to position Leonteq as a recognised participant in the market.

UK Structured Products Association

Leonteq has been a member of the UK Structured Products Association (UKSPA) since 2023. With its mission to achieve the highest standards in terms of transparency, consistency and robust governance, the Association aims to bring providers and distributors of structured products together to develop and improve the industry.

Stakeholder engagement

GRI 2-29

As a public company listed on SIX Swiss Exchange, Leonteq is committed to the open and transparent communication of information about its performance and business activities to ensure its compliance with the applicable regulations and to enable our stakeholders to make informed decisions and draw conclusions about the performance of the Group. We consider open and transparent communication to be vital to build relationships of trust with all our stakeholders. They include our clients, whose reputation and credibility are directly impacted by Leonteq's degree of transparency, as well as our shareholders, who have invested their capital in the company. Also included are our employees, who depend on Leonteq for paid employment and opportunities for career development. In this context, we also aim to exemplify transparency within the financial sector and to serve as a benchmark for Leonteq's competitors.

In our corporate communications activities, we rely on various online and offline channels in order to share information with Leonteq's stakeholders in the most effective way possible. We are committed to providing timely and adequate information to our stakeholders so that they can make informed decisions about Leonteq as well as the Group's product offering. We use targeted communication methods and various platforms, and we publish all our corporate and product news on our website. We are also active on LinkedIn, X, Facebook and YouTube and reach different target groups through these channels.

We promptly report all relevant information to comply with regulatory requirements. Leonteq aims to share all relevant information with its stakeholders. However, the Group limits some disclosures in cases where, for example, the sharing of (aggregated) data would allow information to be traced back to individuals or would place the Group at a competitive disadvantage.

Clients and partners

Generating high levels of satisfaction and consistent value for our clients and business partners is of key importance. This strengthens our relationship with our clients, resulting in recurring business flows. We therefore seek to engage with our clients and business partners through various channels, including:

- Ongoing dialogue with Client Relationship Officers and Key Account Managers
- High-quality marketing materials
- Newsletters with product and business updates
- Client events

Employees

It is important to ensure a consistent and transparent flow of information to employees to enhance their knowledge of the Group's activities and their understanding of the Group's strategy, business model and priorities. In addition, providing regular platforms where our employees can come together as a team helps to foster cohesion and build a healthy corporate culture. We therefore engage with employees via various channels, including:

- Regular information provided via the Intranet, on TV screens within Leonteq offices and in email newsletters
- Annual / bi-annual employee survey together with Great Place to Work
- Townhalls and other engagement sessions
- Local and global staff events
- CEO video updates

Shareholders, investors and analysts

Maintaining regular contact with shareholders, investors and analysts throughout the year increases market transparency and strengthens our relationship with them, providing up-to-date information about financial and business performance enables investors to make well-informed decisions when investing in Leonteq. We therefore engage with these stakeholders via various channels, including:

- General Meetings
- Annual and half-year reports and results presentations
- Results roadshows and investor conferences and regular dialogue between Investor Relations department and investors as well as analysts
- Press releases

Credit rating agencies

To ensure that Leonteq has the most accurate and up-to-date rating possible, it maintains regular contact with the rating agency Fitch Ratings Ltd. and routinely informs it about business developments. Leonteq engages with the rating agency through:

- Ongoing dialogue with Investor Relations department
- Annual meetings between our management team and rating analysts

ESG rating agencies

Providing regular feedback and information to facilitate ESG rating reports that reflect the most accurate and recent information.

- Annual evaluation of assigned ESG ratings and reports
- Regular engagement between Investor Relations, Communications & Marketing department and ESG ratings analysts

Proxy advisors

Leonteq is subject to the recommendations of proxy advisors, which can influence voting results at Leonteq's Annual General Meeting. It is therefore important that proxy advisors receive the information they require to give facts-based voting recommendations.

- Review of proxy voting guidelines
- Regular engagement meetings between Investor Relations department and proxy advisors

Media and general public

To ensure accurate information about the Group is being communicated and published.

- Annual and half year reports, presentations and brochures
- Press releases and newsletters
- Corporate website and social media channels
- Ongoing dialogue with the Communications department

Suppliers and service providers

Each supplier or service provider is subject to pre-qualification screening in line with Leonteq's Third Party Risk Management policy to ensure operations are compliant, and for the purpose of advance awareness and the sharing of environmental best practices. This policy defines a Group-wide minimum standard and provides an overarching framework for managing the risk related to the use of third-party services (external and internal services). Additionally, throughout the business relationship, correspondence is maintained to review requirements, ensure payments, negotiate contracts where necessary and ensure a sustainable supply chain.

- Pre-qualification screening
- Ongoing supplier performance management
- Clear and fair Supplier Code of Conduct
- Risk mitigation

Counterparties and stock exchanges

Through close contact with counterparties and stock exchanges in Switzerland and abroad, Leonteq monitors (exchange) regulations and processes to ensure they are adopted where applicable. The ongoing evaluation of the counterparty network also ensures that Leonteq is not exposed to single counterparty risk; safeguarding market access and business continuity while also maintaining cost discipline. Leonteq also enables counterparties to perform their reciprocal assessment of Leonteq.

- Ongoing dialogue between stock exchanges and Leonteq
- Regular review meetings between counterparties and the Risk Control, Finance, Compliance and Operations departments

Regulators

To understand regulatory changes, provide updates and comply with its notification and regular reporting obligations, Leonteq engages with its regulators through:

- Ongoing reporting to and dialogue with FINMA (Switzerland), AFM (Netherlands), AMF and ACPR (France), BaFin (Germany), CCAF (Monaco), CMVM (Portugal), Consob (Italy), FCA (UK), GFSC (Guernsey), MAS (Singapore), FSA (Japan), SFC (Hong Kong), and DFSA (Dubai)

Internal and external auditors

To ensure the adequacy and effectiveness of the internal control system and risk management as well as to obtain independent assurance on the financial statements reporting.

- Interviews
- Regular dialogue between the CFO as well as the Finance department and head of Group Internal Audit and lead external audit partner
- Regular dialogue between the CRO, and the Global Head of Compliance and Head of Group Internal Audit and lead external audit partner (for non-financial controls)
- Direct contact and regular meetings between Head of Group Internal Audit and lead external auditor partner and the Audit and Risk Committee
- Regular dialogues between internal and external auditors

Material topics

GRI 3-1 GRI 3-2

This Sustainability Report covers the topics that are most relevant to our Group and our stakeholders. Some material topics refer to an existing Global Reporting Initiative (GRI) standard, while others have been identified as Leonteq’s own material topics that reflect its business as a structured investment product service provider.

In 2024, Leonteq conducted a double materiality assessment to re-evaluate the 13 material topics that were defined in 2021.

The double materiality assessment method considers the outside-in (financial materiality) perspective, which assesses the risks and opportunities for Leonteq, including the effect of sustainability factors on the company’s performance. The inside-out (impact materiality) perspective is also considered. This focuses on how Leonteq’s business activities impact people and the environment.

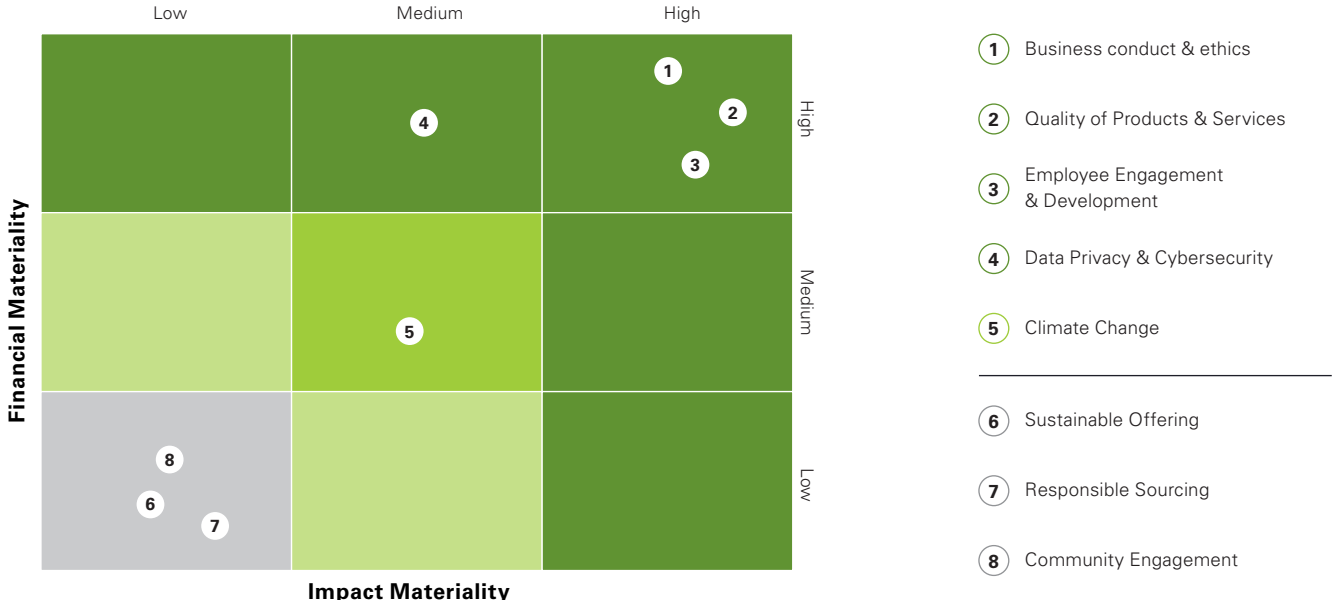
Through this double materiality process, eight new and consolidated material topics were defined. As part of the process to define our material topics, we conducted a stakeholder engagement process together with external consultants specialising in the field of sustainability. This process involved two internal workshops with key sustainability stakeholders. It was also based on interviews carried out with external stakeholders to gain the best possible

understanding of which topics are most important to them and to identify areas where Leonteq should further focus its sustainability efforts.

The main outcome of the stakeholder engagement process is shown in the materiality matrix. It integrates input from all participating internal and external stakeholders and defines Leonteq’s priorities based on the double materiality assessment method.

Since conducting the double materiality assessment in 2024, we have continuously monitored our impacts and stakeholder feedback. Based on this ongoing review as well as recent developments in our business, we updated our material topics in 2025: Due to a reduced client appetite for sustainable products as well as the changing sustainable investing and regulatory landscape, Leonteq has reduced the financial and impact materiality of its material topic “Sustainable Offering” to “low”. In addition, all material topics with low financial and impact materiality (Responsible Sourcing, Sustainable Offering, Community Engagement), will no longer be included as part of Leonteq’s sustainability reporting.

We believe that this update better reflects Leonteq’s current priorities as well as the evolving global sustainability environment.



Business Conduct & Ethics

GRI 3-3

As a financial services company that operates in regulated markets globally, Leonteq is committed to conducting its business honestly and transparently. We have a zero-tolerance approach to all forms of corruption. We strive to operate with integrity and according to a clearly defined set of business ethics to protect our interests as a company and to serve the best interests of our stakeholders.

Leonteq's approach to ethical business conduct, including the prevention of corruption, insider trading, market abuse and fraud, is designed to safeguard our own reputation, but also the reputation and credibility of the financial sector as a whole. Leonteq's approach is also designed to avoid negative impacts (risks) on the business and to protect the Group against the financial penalties and regulatory consequences of non-compliance.

Positive and negative impacts

Leonteq acknowledges the significant positive and negative impacts of its Business Conduct & Ethics on the economy, environment, and people, including human rights. These impacts have been identified as both actual and potential, covering both short-term and long-term effects.

In terms of positive impact, Leonteq helps to prevent unethical or illegal activities through mechanisms such as whistleblowing for reporting breaches. Additionally, the company makes an actual positive contribution to macroeconomic stability in the jurisdictions where it operates through the payment of taxes and other levies.

A potential direct negative impact is socio-economic harm caused by unethical or illegal activities by stakeholders such as clients, employees, or suppliers. Leonteq addresses potential negative impacts relating to business conduct and ethics through its compliance policies, disciplinary measures and grievance mechanisms processes as well as its third-party risk management process.

If a Leonteq employee or representative is found to have breached any of the company's rules, regulations or internal directives, they are subject to Leonteq's Disciplinary Policy. The policy sets out different measures, depending on the severity of the breach – ranging from informal or formal warnings to discretionary financial penalties and ultimately dismissal.

In the event of a suspected breach of legal or regulatory requirements, internal guidelines or ethical standards, Leonteq has grievance mechanisms in place, including a global whistleblowing system.

Management of Business Conduct & Ethics

To manage Business Conduct & Ethics, Leonteq is committed to upholding high legal, ethical and moral standards and to fostering a culture of strict compliance with local and international laws and regulations. Leonteq has therefore established robust policies and commitments that are aligned with both internal and external sustainability standards.

Leonteq policies are communicated to all employees to ensure they understand what is expected of them in terms of ethical conduct and integrity as part of their contractual relationship with Leonteq. Leonteq policies are issued and overseen by the Executive Committee or the Board of Directors. Together with members of the Compliance department and other departments, they manage and monitor each policy.

One such policy is Leonteq's Code of Conduct & Ethics, which summarises the Group's business conduct and ethical standards. This policy, which is externally available, is approved and overseen by the Board of Directors. It is read and acknowledged by all employees annually, is part of Leonteq's mandatory compliance training, and guides the company and all our employees in our everyday behaviour, actions and decisions.

Leonteq's Code of Conduct & Ethics also references internal Group policies focusing on business conduct and ethics. These policies include:

- **Anti-Bribery and Anti-Corruption:** Leonteq has a zero-tolerance approach to bribery and corruption and is committed to detecting and preventing bribery and corruption. We expect our employees to do business in a fair and transparent manner, in compliance with the principles of this policy.
- **Anti-Fraud Policy:** This policy establishes Leonteq's commitment to preventing, detecting and responding to fraud and fraudulent conduct across all operations and jurisdictions.
- **Anti-Money Laundering (AML) and Counter-Terrorism Financing (CTF):** This policy establishes the framework and governance for the prevention of money laundering and terrorism financing and outlines the respective regulatory requirements and obligations that apply to Leonteq and its employees.
- **Client Acceptance and Due Diligence:** This Policy outlines Leonteq's risk tolerance and the counterparties that Leonteq deals with and the required due diligence obligations. In addition,

the policy defines the extent to which employees must identify their counterparties and the relevant criteria. This policy defines the global minimum standard that must be upheld throughout the company. Local onboarding requirements may go further than the standard defined in this global policy where required under local regulations.

- **Conflicts of Interest:** This policy addresses actions or transactions at Leonteq that may give rise to actual or potential conflicts of interests and sets out the standards that it will follow to identify and manage such conflicts.
- **Cross Border Business:** This policy protects Leonteq from the legal and reputational risks associated with the performance of cross-border activities and the distribution of financial products abroad.
- **Disciplinary Measures:** The policy establishes the framework and governance for disciplinary measures and the assessment of the severity of a misconduct.
- **Escalation and Whistleblowing:** This policy outlines Leonteq's escalation structure, describing the process that Leonteq employees must follow to escalate breaches, unusual incidents or genuine concerns that pose, or may pose, significant risks.
- **FATCA Client Acceptance:** The policy sets out Leonteq's guidelines to ensure compliance with FATCA regulations, it is also of relevance during Leonteq's client onboarding process.
- **Gifts and Business Entertainment:** This policy defines Leonteq's rules governing what is or is not permitted in relation to gifts and entertainment.
- **Global Tax:** This policy sets out the overall approach of Leonteq and its directly or indirectly controlled entities in respect of taxation.
- **Complaints:** This policy ensures the timely and efficient handling of complaints to minimise harm to client relationships.
- **Market Conduct Rules:** This policy defines the global standards for employees, contingent workers and long-term consultants to ensure compliance with market conduct rules.
- **Market Conduct - Hedging Activities:** This policy defines clear rules and controls for Leonteq's hedging activities to avoid any influence on market prices of underlyings to protect the interests of clients, investors, and counterparties.

• **SIX Swiss Exchange Reporting and Disclosure Requirements:**

This policy defines the information requirements and responsibilities regarding disclosures by the Company and the requirements governing communication with media contacts to ensure that the company informs the public in a fair and transparent manner and at the earliest possible point in time about significant developments and changes in the company. The policy ensures compliance with all applicable disclosure obligations under the Swiss Federal Code of Obligations, the Swiss Federal Stock Exchanges and Securities Trading Act and the Listing Rules of SIX Swiss Exchange, including implementing provisions thereof.

To address the impacts of business conduct and ethics, Leonteq has implemented actions aimed at both preventing negative impacts and enhancing positive outcomes.

Actions that Leonteq takes to prevent or mitigate negative impacts include:

Compliance and risk training

All Leonteq employees (including the members of the Executive Committee) must complete annual online training courses based on the Group's policies and guidelines. These courses address specific areas of business integrity and include an annual compliance self-certification and training. Leonteq compliance training courses are completed by all Leonteq employees, including part-time employees, contingent workers and all contractors unless otherwise specified. Mandatory training courses that were rolled out to all employees via Leonteq's e-training platform included in 2025: Market Abuse, Financial Crime and Anti-Money Laundering and Escalation and Whistleblowing. In addition, the following training courses had to be completed by selected employees based on their function and place of employment: SIX Reporting Requirements, Disciplinary Policy, Counterparty Onboarding.

Comprehensive online training courses also had to be completed by members of the Board of Directors. In 2025, these training courses included Financial Crime and Anti-Money Laundering, Escalation and Whistleblowing, Operational Risk, Internal Control System, and SIX Reporting Requirements.

Prevention of market abuse and insider trading

Market abuse and insider trading activities are prohibited by law. Leonteq takes the prevention of these offenses very seriously.

Clear rules are in place internally to implement Leonteq's policies. A series of measures and controls are used to detect breaches, including but not limited to the pre-approval of personal account dealings. Prior to personal account dealings, employees must obtain preclearance from Compliance for transactions carried out through employee securities and custody accounts as well as those for which the employee is the beneficial owner or has power of attorney. The relevant transaction must not be carried out until the request has been granted explicit pre-clearance by Compliance. If pre-clearance for a requested transaction is denied, the transaction must not be executed. With this control mechanism, Leonteq strives to ensure that personal account dealings are compliant with Leonteq's Code of Conduct for employees.

Compliance also takes measures to detect market abuse in the form of front running or insider trading. It also establishes information barriers to prevent conflicts of interest or the misuse of information, and it reserves the right to access all employees' recorded means to identify any signs of market abuse or insider trading.

Through these and other controls, Leonteq takes all relevant measures to ensure that its employees and the Group itself uphold all relevant laws and regulations.

If a case of market abuse or insider trading is detected, it is reported immediately to the senior management of Leonteq and the competent authorities are notified if required.

The effectiveness of the actions taken to manage business conduct and ethics is closely monitored through established processes and key performance indicators. We assess the impact of our actions using tools such as our internal control system, regular audits, and stakeholder feedback.

Operations assessed for risks related to corruption

GRI 205-1

Leonteq is committed to following strict anti-bribery and anti-corruption best practices and regulations and to doing business based solely on the quality of the products and services it offers and purchases.

Based on Leonteq's business model, inherent corruption risks may exist in the areas of gifts and entertainment, fee payments, and the evaluation of products and services of providers. Leonteq has frameworks in place to address the respective potential corruption risks. The assessment of corruption and bribery risks forms part of the annual compliance risk assessment, which is performed at legal entity level and aggregated globally. The global compliance risk assessment is presented to the Group's Executive Committee and Board of Directors on an annual basis and included in the Compliance Report.

In 2025, no significant risks were identified when conducting this assessment for all entities of Leonteq.

Communication and training about anti-corruption policies and procedures

GRI 205-2

Leonteq takes steps to actively combat any form of corruption or bribery and it has policies in place, including a policy governing gifts and business entertainment, which outline key requirements for employees and members of its governing bodies to manage the risk of corruption, both internally and externally when engaging with Leonteq's clients. Leonteq's Compliance department regularly informs all employees (including the Executive Committee) and the Board of Directors about Leonteq's anti-corruption policies, and it conducts mandatory annual web-based training globally, as well as continuously monitoring business activities.

In addition to standardised web training, our individual branches have the possibility to implement local training courses on anti-corruption topics. Compliance risk assessments, including risks related to corruption, are performed by Leonteq's team of experts at least on an annual basis. If adjustments to employee compliance training or communications are necessary, the Compliance department updates the training annually and increases or reduces its internal communication activities as needed. A compliance report, containing a compliance risk assessment, is additionally submitted to the Executive Committee and the Board of Directors once a year.

These and other measures and policies are actively monitored to foster a sustainable, best practice approach to business and to ensure that Leonteq's clients and business partners receive the best possible service. The majority of Leonteq's business partners are regulated distribution partners, and Leonteq's terms of business and distribution agreements stipulate the importance of adhering to applicable anti-corruption laws and standards.

To ensure the Group-wide understanding of our policies, Leonteq continuously enhances its employee training about the implementation of anti-corruption measures.

Confirmed incidents of corruption and actions taken

GRI 205-3

In 2025, there were no confirmed incidents of corruption at Leonteq.

Approach to tax

GRI 207-1

Leonteq strives to have a positive impact on the community and takes all relevant measures to ensure to contribute to a sustainable economy, society and environment. Taxes, social security contributions and other levies form the main component of Leonteq's financial contribution to the macro-economic stability of the different jurisdictions in which it operates. The Group is exposed to risks related to taxes, including but not limited to tax payment and filing risks and transactional tax risks. The Group's position is to always comply in spirit and practice with the expectations of the relevant tax authority and it adopts a conservative approach to managing tax risk.

Leonteq is committed to preventing any form of tax avoidance and tax fraud by stakeholders, including clients, employees and suppliers, in the context of their interaction with Leonteq. Taxes are calculated, secured, and collected using a comprehensive system that is subject to rapid legislative, regulatory and technological changes. Leonteq's tax management activities ensure the tax compliance of all Leonteq Group entities with the applicable regulations.

Tax governance, control, and risk management

GRI 207-2

Taxes are covered by the overall governance and risk framework. Tax compliance has been adequately assured within the existing organisational setup, reporting lines and responsibilities. Leonteq's Group Taxes department reports directly to the Chief Financial Officer and manages a network of tax advisors locally. It applies the following principles to the management of Leonteq's tax affairs to mitigate risks and comply with tax legislation:

- We undertake our tax affairs with the aim of generating sustainable value while meeting all applicable legal and regulatory tax requirements.
- We give due consideration to the intent and spirit of tax laws, the social context within which we operate, and our standing and reputation with tax authorities, regulators, and the general public.

The Group Taxes department submits regular updates about tax compliance and tax risks to the Executive Committee and the Audit and Risk Committee. Tax compliance errors of material nature are reported within the context of operational risk reporting, and the corresponding measures are reviewed and approved by the Audit and Risk Committee. Furthermore, the Group has defined certain criteria and thresholds for the immediate reporting of reputational and financial tax risks to the Executive Committee and the Audit and Risk Committee.

To further improve the Group's management of tax risk, tax compliance and tax transparency, Leonteq has a global tax policy and tax strategy in place. These documents define roles and responsibilities in respect of taxation, set out its tax principles, and describe the Group's tax management approach. The Tax Policy is embedded in the overall governance and risk framework. Leonteq's Tax Strategy can be found on the Group's corporate website.

Stakeholder engagement and management of concerns related to tax

GRI 207-3

Leonteq follows the recommendations of the good tax practices codes implemented in the countries and territories in which the Group's companies operate, taking into account the specific needs and circumstances of all Group entities. The Group is also committed to comply with the OECD Guidelines for Multinational Enterprises in taxation. Leonteq cooperates with the competent tax authorities in the detection of and search for solutions to address fraudulent tax practices of which the Group is aware and that may be used in the markets in which the Group companies have a presence. The Group provides significant tax-related information and documents that may be requested by the competent tax authorities when exercising their powers, as soon as practicable and with the required scope. Leonteq notifies the appropriate body of the tax authority and discusses with it any relevant facts and issues it has noticed, allowing the authority to commence the appropriate investigative proceedings, if any, and to foster agreement and consent during the inspection proceedings, to the extent that is reasonably possible without undermining good corporate governance.

Political contributions

GRI 415-1

Leonteq does not engage in any form of lobbying and did not make any financial or in-kind contributions to political parties, politicians or causes in 2025.

Quality of Products & Services

GRI 3-3

Leonteq is committed to providing quality products and exceptional service, with a focus on ensuring satisfaction and delivering consistent value to clients and business partners.

Positive and negative impacts

We acknowledge the significant impacts that our activities could have on the economy and people. In terms of the quality of our products and services, we have identified both actual and potential impacts that cover both short-term and long-term effects.

Potential negative impacts include the sophisticated nature of structured investment products, which may indirectly pose challenges for some investors, potentially leading to misunderstandings or misaligned expectations. Additionally, the negative performance of products can potentially decrease client and end-investor activity and result in a financial loss.

On the positive side, Leonteq has the potential to directly enhance financial inclusion by democratising access to structured products and enhancing the ability of financial intermediaries to autonomously price, trade and manage the lifecycle of a large range of structured products. Additionally, the positive performance of products can potentially increase client and end-investor activity and / or result in a financial gain.

Generating high levels of satisfaction and consistent value for our clients and business partners is of key importance to us because it helps to strengthen their investment knowledge and security.

Management of Quality of Products and Services

We typically operate through intermediaries to whom, as part of our regulated B2B4C business model, we pay distribution fees. We also contractually agree the standards that we expect them to meet, including their duties towards their clients. All of these distribution partners are regulated financial intermediaries that have to comply with the regulations put in place by the respective financial market authority. Our clients are located across Europe, the Middle East, Latin America and Asia. They are served by Leonteq's experienced sales team of industry experts that provides continuous support and is committed to building long-term client relationships. With a digital marketplace offering a vast universe of structured products, Leonteq gives clients access to a variety of issuers, asset classes and pay-offs. Leonteq's distribution capabilities are complemented

by a dedicated in-house ideation, structuring and trading team and include a digital and automated pricing engine.

Leonteq additionally offers clients educational opportunities, such as Leonteq's Structured Products Academy, its annual Trend Talks event, and its participation in panel discussions globally. Leonteq's Trend Talks is an in-person event in Zurich that explores key investment trends, with expert speakers providing insights into the latest market trends and topics.

The effectiveness of Leonteq's actions to enhance financial inclusion is demonstrated by LYNQS, Leonteq's digital marketplace for structured products. Leonteq enables clients to issue and distribute products via their own channels through LYNQS. It was developed in-house and gives Leonteq clients digital access to one of the largest structured product universe available. LYNQS is based on Leonteq's analytical library and financial product engine, providing Leonteq's clients with a completely new investment experience. They benefit from unique lifecycle management and investment ideas, and they can invest in a tailor-made and optimised way. LYNQS consists of several distinct modules, including Investment Ideas, Quote, Portfolio, and AMC. In 2025, the number of products initiated via LYNQS increased by 73% to 18,934 products compared to 10,915 in 2024. As a result, its click 'n' trade ratio rose to 33% in 2025, compared to 23% in 2024.

Leonteq also monitors the performance of products issued by Leonteq as well as its white-labelling partner through a product quality dashboard. Monitoring includes product performance at expiry and during pre-determined time frames. In the context of its B2B4C business model, Leonteq is committed to achieving a sustained level of satisfaction among end-investors, which in turn should lead to a healthy and sustainable franchise of distribution partners.

To ensure the high quality of our products and services, Leonteq has robust policies in place and is committed to upholding both internal and external sustainability and regulatory standards. These policies include:

- **Documentation & Distribution of Financial Products:** This policy ensures compliance with applicable laws, local securities regulations, securities exchanges and self-regulatory organisations in connection with the issuing, distribution and trading of financial instruments and it protects Leonteq from reputational and/or financial damage.
- **Handling of Complaints Claims and Errors:** This policy ensures the timely and efficient handling of complaints and errors and minimises damage to client relationships.
- **Management of product orders:** This Policy outlines the procedures for the confirmation, booking, cancellation, amendment, control, reporting obligation and supervision of trading activity with respect to product orders within all Leonteq entities worldwide.

Leonteq is additionally committed to supporting international industry frameworks and is a member of the Swiss Structured Products Association (SSPA) and the Italian Association of Certificates and Investment Products (ACEPI).

Client feedback

Engaging with our clients and partners is integral to our approach to managing the quality of products and services, with ongoing feedback directly informing our strategies and actions.

Client complaint process

Ensuring a high level of client satisfaction is a priority for Leonteq. However, in the case of a client complaint, Leonteq has a comprehensive client complaint process in place that is managed by our Compliance department. The process involves clarifying the legitimacy of a complaint. All complaints and claims are forwarded to the Compliance department, the head of the division that is subject of the complaint or claim and the General Counsel, if necessary or appropriate. Receipt of claims are acknowledged to the claimant within one week and the client will be informed of an expected date

by which the complaint or claim will be answered if feasible. Ongoing coordination and monitoring are performed by the Compliance department, which also consults with the affected organisational units where necessary.

This process ensures that good relationships with clients are maintained and that errors are handled appropriately to avoid any recurrence and any detrimental impact on investors.

Marketing and Labelling

GRI 417-1 GRI 417-2 GRI 417-3

As Leonteq continues to develop its product and service offering, each business area engages in product development, client communications and marketing activities. We have comprehensive processes in place to ensure accuracy and compliance with applicable legal regulations as well as internal consistency, for best practice messaging and communication with clients, partners and other stakeholders.

Leonteq creates product documentation for both its own products and partner products and manages the products throughout the product's lifecycle. This begins with the creation of documents such as a termsheet and Key Information Document (KID) before the product's issue date. Once the product is issued, its relevant data is also published on the Leonteq website, LYNQS and additional third-party providers. Over the course of the product's lifecycle, Leonteq issues additional product documents based on various lifecycle events, such as credit events or the rolling of futures and assists when it is time for a product's redemption.

In 2025, Leonteq issued a total of 56,548 products, which is a 22% increase compared to the previous year (2024: 46,467). Of the total products issued, 64% were processed on a fully automated basis (2024: 62%).

Our products and services meet the applicable legal and regulatory requirements with regard to labelling product types / structures and transparency, including the disclosure of fees.

Specifically, the documentation and issuance of structured products is created and designed in accordance with the Swiss Financial Services Act (FinSA) and other applicable rules. Leonteq provides investors with a product documentation in accordance with relevant laws and regulations, such as Base Prospectuses, Final Terms / Pricing Supplements and Key Information Documents (PRIIPs and FINSA KIDs) as well as MiFID II documents.

The quality of products and services is monitored as part of Leonteq's Internal Control System, which comprises controls relating to its business, operational and IT processes, as well as information security controls and controls carried out by Leonteq's partners.

Leonteq is not aware of any incidents of non-compliance concerning product and service information and labelling or marketing communications for the 2025 reporting year.

Employee Engagement & Development

GRI 3-3

At Leonteq, we recognise that employees are our most valuable asset and are key to our success in all areas of our business. Satisfied and motivated employees engage more effectively with their colleagues, perform better in their day-to-day work and show greater loyalty to the Group. Leonteq is committed to being an attractive employer that fosters the well-being, satisfaction and development of its employees and is mindful of the need for them to strike a good personal and work life balance. Offering positions and functions that provide opportunities for development and give employees a sense of purpose, satisfaction and inspiration are important to promote employee motivation and wellbeing and thus also contribute to the long-term success of the business.

Positive and negative impacts

Leonteq acknowledges the significant impacts that its material topic “Employee Engagement & Development” could have on the economy and people. These impacts have been identified as both actual and potential, covering both short-term and long-term effects.

Leonteq has identified several positive impacts on people and the environment, including the actual direct benefit of having highly qualified and well-trained employees who continue to advance in their careers. Employees may also experience improved physical and mental health in both the short and long term. Further, through specific developmental initiatives aimed at female employees, the company can potentially increase gender diversity within its workforce. Ensuring good working conditions can further enhance employee satisfaction and motivation. Additionally, employee engagement and development have a direct impact on the quality of the services provided by the company’s employees to clients and partners.

Leonteq has not identified any negative impacts resulting from its material topic “Employee Engagement & Development”.

Management of Employee Engagement & Development

To manage the engagement and development of its employees Leonteq has policies and commitments in place that are aligned with both internal and external sustainability standards. One example is the Corporate Values & Ethics Guidelines, which are designed to guide employee behaviour and actions in order to maintain a positive and ethical workplace environment. All employees are required to complete online training related to the Corporate Values & Ethics Guidelines as part of the Group’s mandatory training programme. New joiners receive this training as part of their onboarding programme.

Additional policies in place relating to employee engagement and development include:

- **Code of Conduct & Ethics:** Leonteq’s Code of Conduct & Ethics summarises the Group’s position on human rights and social responsibility. It further references Leonteq’s commitment to upholding the International Charter of Human Rights and the International Labour Organization’s core labour principles.
- **Employment Manual:** The Employment Manual forms an integral part of the individual contract of employment at Leonteq.
- **Education and External Training:** This policy covers access to the financing of external education and training and it determines the respective categories of external education and training. It is designed to ensure uniform handling of the financing of external education and training.
- **Employment Rights & Obligations:** This policy aims to ensure compliance with federal, state or local laws and all applicable regulations, and to help identify potential sources of any kind of criminal act, any kind of harassment and any kind of discrimination (gender, race, age, appearance, homophobia, religion, political affiliation, etc.) as well as to provide practical solutions to the problem of workplace discrimination.
- **Flex Work and Leave Policy:** This policy sets out the guidelines that apply to the hybrid working model, including working from anywhere, as well as the purchasing of additional days of vacation and mandatory leave.

- **Internal Mandatory Training Directive:** This policy defines Leonteq's mandatory internal training requirements and concept, and determines which individuals within the Leonteq Group are supposed to be trained in which topics and frequency.
- **Length of Service Awards:** This policy provides information about the principles that apply in connection with length-of-service awards (including sabbaticals) at Leonteq and contains guidelines on implementation.
- **On-Call Duty Policy:** This policy defines the rules and regulations regarding on-call duties, provides a framework to compensate employees for on-call duties and offers incentives for employees undertaking on-call duties.
- **Remuneration Policy:** This policy governs the fundamental aspects of Leonteq's approach to remuneration with an emphasis on variable compensation. It is based on the principles set out in the FINMA Circular 2010/1 "Remuneration schemes". Further, the policy provides management and employees with a comprehensive overview of structures and instruments and defines standards and processes in the context of governance of compensation.
- **Working Hours:** This policy sets out legal and regulatory provisions on the topic of working hours that apply to all personnel of Leonteq Securities AG who are employed in Switzerland and are protected by Swiss labour law.

Leonteq is also committed to ensuring compliance with sustainability goals and human rights standards and is a member of Advance, the leading business association for gender equality in Switzerland.

Leonteq's Human Resources department is the main point of contact for employees and line managers throughout their employment relationship, and it fosters an open-door policy. Employees are assigned a designated HR Business Partner and receive appropriate support in all employee-related matters.

Positioning Leonteq as an employer of choice is very important to the Group and is a responsibility shared throughout the organisation and supported by the HR department. Several initiatives are in place to enhance its positioning as well as the positive impacts that were identified. These include initiatives to promote employee engagement and feedback, health and safety offerings, comprehensive training opportunities for further learning and development, and programmes to promote and foster diversity and inclusion in the workplace. For each of these topics, Leonteq has set internal and/or external targets in order to measure the effectiveness of the actions taken to manage the engagement and development of employees.

New employee hires and employee turnover

GRI 401-1

Leonteq offers full-time and part-time positions for employees in recognition of the need for flexible working models. We employ a unique pool of experts as well as young professionals at the beginning of their careers. Leonteq's seasoned experts have extensive experience in our fields of business and many have been hired from major investment banks, leading law firms, "Big Four" audit and management consulting companies, as well as from FINMA and SIX Swiss Exchange. Leonteq's referral reward programme also encourages current employees to refer candidates from within their network who could in their view positively contribute to the culture and success of the Group.

In 2025, Leonteq hired a total of 99 employees.

	2025		2024	
	HC	New Hire Rate (%)	HC	New Hire Rate (%)
Total New Hires	99	18%	84	14%
Gender				
Female	28	28%	23	27%
Male	71	72%	61	73%
Age				
<30	57	58%	41	49%
30-50	36	36%	36	43%
>50	6	6%	7	8%
Region				
Switzerland	31	31%	35	42%
Europe	59	60%	39	46%
Asia	9	9%	10	12%

In 2025, we experienced a total voluntary employee turnover rate (defined as the total number of employee-initiated resignations in relation to the average headcount of the respective period) of 14% (2024: 8%). This compares to the overall total employee turnover rate of 24% (2024: 16%), or 14% excluding interns with fixed employment contracts. While we report fully on Leonteq's total 2025 turnover in the following tables, Leonteq considers voluntary turnover metrics when assessing its performance against benchmarks.

Leonteq has a core group of employees who have been with the Group for multiple years – meaning that we continue to benefit from their expertise and long experience. In total, 293 employees (53%) have worked at Leonteq for four or more years (2024: 292 employees, or 49%), and 262 employees (47%) have worked at Leonteq for less than four years (2024: 300 employees, or 51%).

Leavers	2025		2024	
	HC	Turnover rate ¹	HC	Turnover rate ¹
Total leavers	136		94	
Gender				
Female	22	16%	19	15%
Voluntary	13		14	
Involuntary	8		5	
External Influence ²	1		0	
Male	114	27%	75	16%
Voluntary	67		36	
Involuntary	28		21	
External Influence ²	19		18	
Age				
<30	42	41%	24	21%
Voluntary	19		9	
Involuntary	3		0	
External Influence ²	20		15	
30-50	85	22%	60	14%
Voluntary	58		38	
Involuntary	27		21	
External Influence ²	0		1	
>50	9	15%	10	19%
Voluntary	3		3	
Involuntary	6		5	
External Influence ²	0		2	
Region				
Switzerland	69	23%	47	14%
Voluntary	43		23	
Involuntary	19		15	
External Influence ²	7		9	
Europe	45	22%	32	16%
Voluntary	23		18	
Involuntary	12		6	
External Influence ²	10		8	
Asia	22	38%	15	21%
Voluntary	14		9	
Involuntary	5		5	
External Influence ²	3		1	
Rate of employee turnover		24%		16%

¹ Total number of leavers irrespective of reason in relation to the average headcount of the respective period.

² Including employees with limited contracts, those who retired or who are deceased.

Employee benefits

GRI 401-2 **GRI 401-3**

Leonteq offers its employees a range of non-financial benefits. Leonteq's benefit programme is available to employees both on a global and regional level. Whilst benefits such as length of service award, work from anywhere allowance and corporate travel insurance are offered globally, offerings such as public transportation discounts, fitness offerings and food and drink discounts are organised locally and differ from region to region.

The majority of benefits offered in each office location are available to all employees working there. The work from anywhere allowance is also dependent on an individual's function within the Group. The only benefits provided to full-time employees that are not offered to temporary and/or part-time employees are subsidised public transportation. Lunch allowances are provided in Switzerland, Portugal and Italy to all employees including part-time and temporary employees, but not interns.

	BENEFITS COVERING >50% OF WORKFORCE (IN FTE)	BENEFITS COVERING >75% OF WORKFORCE (IN FTE)	BENEFITS COVERING 100% OF WORKFORCE (IN FTE)
Insurance coverage (travel, accident, sickness, life, and/or health)			✓
Retirement plan			✓
Public health services / counselling		✓	
Fitness		✓	
Public transportation support	✓		
Fleet discount	✓		
Lunch allowance	✓		
Coffee & tea in the office			✓
External education support			✓
Length of service award			✓
Parental leave beyond required minimum	✓		
Flexible working		✓	

Pension and insurance benefits

In addition to the occupational benefits required as part of each relevant regulatory body, Leonteq employees in Switzerland benefit from pension provisions and are covered by Leonteq's accident insurance policy, which exceeds statutory requirements. In terms of accident insurance, Leonteq employees are insured against occupational and non-occupational accidents, in accordance with the Federal Accident Insurance Act, and Leonteq pays the employer and employee premiums for both occupational and non-occupational accidents. This insurance not only covers wage loss and the costs of hospital treatment in a private ward but includes additional capital insurance benefits in the event of disability or death. Further, in the event of illness, Leonteq employees are covered by daily sickness insurance covering 90% of their salary for up to 730 days.

Equivalent benefits for Leonteq employees outside Switzerland vary depending on local legal requirements and arrangements.

Additional vacation days and length of service awards

Leonteq grants employees additional vacation days when they reach various service milestones. Employees who have worked for the company for 5, 15, 25 or 35 years are awarded five additional days of vacation on reaching these service anniversaries. On reaching 10, 20, 30 or 40 years of service, they are awarded a sabbatical of up to two months, including four weeks of paid leave.

In addition to these gifted vacation days, employees have the option to buy up to ten additional vacation days at any point during their employment at Leonteq.

Flexible working model

Leonteq's hybrid model allows employees to work from home for up to two days per week, depending on their function and department. Additionally, they have the possibility to "work from anywhere", subject to regulatory restrictions on working abroad, depending on their function and department. Leonteq's flexible working model is designed to foster a healthy day-to-day work/life balance.

Parental leave

Mothers and fathers are granted parental leave following the birth or adoption of a child. The amount of parental leave granted is in line with the legal requirements in each country where Leonteq operates. Additionally, in Zurich, Geneva, London and Hong Kong, new parents are paid 100% of their salary while on parental leave, rather than the 80% prescribed by local law. Furthermore, in Switzerland, Leonteq offers 16 weeks of maternity leave, instead of the statutory 14 weeks. In London, Leonteq offers 14 weeks of maternity leave instead of the statutory six weeks.

Parental leave (HC)	2025				2024			
	Employees entitled to parental leave in 2025	Employees who took parental leave in 2025	Employees who returned to work from parental leave in 2025	Employees who were still working at Leonteq 12 months after returning from parental leave	Employees entitled to parental leave in 2024	Employees who took parental leave in 2024	Employees who returned to work from parental leave in 2024	Employees who were still working at Leonteq 12 months after returning from parental leave
Male	18	18	17	16	20	20	19	21
Female	8	8	7	7	11	11	8	4
Total	26	26	24	23	31	31	27	25

	2025		2024	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	94%	80%	95%	84%
Female	88%	64%	73%	100%
Total	92%	74%	87%	86%

Health and safety

GRI 403-3 GRI 403-5

GRI 403-6 GRI 403-7

Health services

Protecting the health and safety of employees is assigned the highest level of importance at Leonteq. As an employer of a diverse workforce in a world that is changing rapidly and in which new risks are constantly emerging, we consider it our duty as an employer to protect the health, safety, and wellbeing of our employees. We examine environmental factors, economic impacts and social issues in this context through our HR and Business Continuity Management (BCM) processes, and we have measures and programmes in place to ensure that employees know that Leonteq has their best interests at heart. It is important to Leonteq that its employees feel safe and comfortable at work and know that we prioritise their health and safety above all else.

Many factors can influence the working environment and thus impact on an employee's mental and physical health: Internal company politics, economic circumstances, an employee's personal or family situation, and of course, exceptional circumstances such as a pandemic or war. Leonteq's Human Resources department is always available to support all employees or their line managers in clarifying any issues that arise in the workplace.

For topics that extend beyond the remit and expertise of our Human Resources department, Leonteq has an employee assistance programme in place in cooperation with the external firms MOVIS and Enjoy Benefits. As part of this programme, employees have 24/7 access to immediate support from experts on topics relating to the workplace, their personal life, mental and physical health, financial guidance and integration. Consultations are strictly confidential, conducted by experienced counsellors with advanced degrees and training. Appointments can be obtained quickly in person, over the phone or online.

Worker training on occupational health and safety

Leonteq has a Health and Safety Officer, who works in close coordination with the Business Continuity Manager (BCM Manager), who is part of the evacuation and first aid team. The Health and Safety Officer leads a Health & Safety team consisting of evacuation officers (fire marshals) and first aiders; they complete refresher training courses on a biennial basis. Health and safety courses on emergency procedures, building evacuation plans and first aid assistance are provided to all employees upon joining the Group. Fire and evacuation drills are conducted annually for all employees. Hazard identification, risk assessments, and incident investigations are also conducted when required.

Promotion of worker health

Leonteq promotes worker health both through benefits offered, such as accident insurance and seasonal flu shots, as well as through corporate initiatives, such as fitness clubs. In 2025, the following Leonteq clubs were active: Running, football, padel, surfing, table tennis, golf, boxing, and cold-water swimming.

Prevention and mitigation of occupational health and safety impacts

Leonteq acknowledges the impact that a desk job has on a person's physical health, and the stress and strain placed on the body due to a lack of exercise. Leonteq therefore offers standing desks, ergonomically designed chairs, yoga balls, and adjusted lighting to provide optimal comfort and posture support in the workplace.

Leonteq also assigns a high level of attention to ensuring that employees maintain a healthy work-life balance. All employees are required to take a two-week block leave every year and to use their allotted vacation days before year-end.

Training and education

GRI 404-1 GRI 404-2 GRI 404-3

Leonteq is committed to offering attractive training and development opportunities for employees based on its belief that this gives them a sense of purpose and satisfaction, thus also strengthening their motivation and wellbeing. We recognise that as a firm, we have a responsibility to support both the personal and professional development of our people, and we acknowledge the positive impact that continuous learning has on their professional lives. Through these efforts, we aim to enhance the employability of our people and the skills, innovative strength and attractiveness of the local workforce. Further, maintaining a highly-skilled workforce and ensuring high levels of employee satisfaction is an important factor driving the long-term success of the business.

Employee training hours

Employee training hours	2025	2024
Average hours of training per employee (headcount)	20	20
Gender		
Female	18	17
Male	21	21
Employee title		
Senior Management	15	11
Professionals	22	23
Division		
Executive Committee	17	8
Finance & Corporate Services	29	24
Investment Solutions	19	22
Legal, Compliance & HR	21	28
Markets	18	13
Operations & IT	19	18
Risk Control	16	42

The decrease in training hours within the Risk Control division reflects a reduction in participation in external education programmes supported by Leonteq.

Average hours of training per year per employee

Leonteq's training and development programmes are available to all employees globally, including part-time and temporary workers, unless otherwise stated. Employee training hours are determined by considering both mandatory internal training courses and the Graduate Programme, as well as optional educational programmes offered in-house by Leonteq professionals or external partners. The following optional educational programmes have additionally been considered in the calculation of the average hours of training per year per employee: GoodHabitx soft skills training courses, leadership and professional development workshops, external degree programmes, language courses, Power Hours, Tech Talk exchanges and sustainability townhalls.

Programs for upgrading employee skills and transition assistance programmes

We invest in the development of our employees throughout their career at Leonteq and offer them regular opportunities to grow their skills and knowledge, both as part of their professional role within the financial industry and in areas that are partly unrelated to their core field of work. Our Education & Talent Development programme is overseen by the Human Resources department and the General Counsel. As part of this programme, employees are provided with a variety of professional development opportunities as well as career planning and succession planning.

Leonteq has various individual programmes in place to enhance employee skills, including:

- **Onboarding Programme:** This programme is designed to enhance productivity and engagement among new joiners through a globally standardised onboarding process that accelerates integration and ensures an effective, informative experience. All new employees, whether permanent or fixed term, must complete the course. It is also open to consultants.
- **Internship Programme:** Lasting between 6 and 12 months, this programme gives university students and new graduates their first professional experience within the industry.

- **Graduate Programme:** This programme offers long-term career development opportunities for new graduates in the form of tailored, business-specific professional training. The 12-month programme includes an off-campus, two-week intensive training course.
- **Mentoring Programme:** Personalised guidance is offered to employees by experienced colleagues to support their growth. The programme is designed to accelerate the participants' professional development by providing valuable insights. It also aims to expand their network by fostering meaningful connections within the organisation, as well as shaping their career with advice tailored to their unique goals and aspirations.

The Group also offers workshops and training courses to upgrade employee skills and knowledge, including:

- **GoodHabitx:** Through the external provider, GoodHabitx, Leonteq employees have unlimited access to over 100 soft skills training courses and self-assessments on a range of topics, including Personal Strength, Inspirational Leadership, Communication, Health, Safety & Wellbeing, Productivity, and Digital Skills.
- **Speeex business language courses:** Leonteq employees with a permanent contract have access to the digital language training service provided by Speeex. This external partner uses AI to create a completely personalised learning environment based on a growing library of more than 30,000 business language activities and exercises to improve business language skills.
- **Advance events:** Leonteq encourages its female managers to attend events and workshops hosted by Advance, a business network promoting gender equality in Switzerland.
- **External degree programmes and certifications:** Leonteq encourages and financially supports its permanent employees, including part-time workers, in completing external degree programmes and certifications.
- **Tech Talks:** An internal knowledge-sharing series designed to spark curiosity and promote cross-team collaboration within the Operations & IT division. Covering topics related to cutting-edge technologies, internal tooling, and team workflows.
- **Sustainability Townhalls:** Sustainability townhalls serve as an educational platform to expand employees' knowledge of environmental, social and governance topics and the initiatives in place at the company.

Leonteq additionally works with MOVIS, the specialised employee assistance service in Switzerland, to provide transition assistance programmes for employees to increase their employability and to help them navigate a change of direction due to retirement or the termination of employment.

Furthermore, Leonteq values and recognises the importance of young talent within the workforce. As part of its goal to develop the next generation of leaders, Leonteq has a talent pipeline in place to bring young professionals to the Group. Leonteq is actively involved in university education and recruiting activities, and it offers IT apprenticeships, internships and graduate positions to young employees on an ongoing basis. These different posts take the form of temporary contracts for students and young professionals at the start of their career. As part of its efforts to connect with universities and young talent globally, Leonteq engaged with 20 universities across Switzerland and Europe in 2025.

Performance and career development reviews

Every year between October and March, Leonteq conducts an annual year-end process, which includes annual performance reviews, determination of variable compensation, and the promotion process.

Discretionary variable compensation is determined at Leonteq's discretion and is subject to a broad range of assessment criteria. These include the performance of the Group as a whole, the division and the individual employee, as well as the individual's disciplined risk management and compliance-centred behaviour. Leonteq has a comprehensive performance management system in place based on three ratings: Job function, tasks and culture. An employee's overall rating is determined based on the calculated result of all performance indicators combined with their respective assigned weighting. Noncompliant or unethical conduct and unreasonable risk-taking can lead to a manual downward adjustment of the overall rating.

Permanent employees who join the company before 1 July are required to complete a performance review with their managers for that year. Employees who are on long-term leave, such as parental leave or a sabbatical, during the performance review period, or who have a set employment end-date near the beginning or end of the calendar year, are exempt from the need to complete an annual review. Consequently, the percentage of employees who received an annual performance review is based on the total number of employees (in terms of headcount) who are eligible for a performance review, as outlined above.

Each employee's corporate title is evaluated during the annual year-end process and promotions are awarded based on various criteria. To be considered for promotion, an employee's line manager must complete a promotion request form. Depending on their title, employees must present their case to the Executive Committee or another designated committee, they must have held their previous title for a certain period of time, and they must have succeeded in achieving defined KPIs as part of their performance review, among other factors. Six different titles exist at Leonteq: Employees, Analysts, Associates and Directors (collectively defined as "Professionals") and Executive Directors and Managing Directors (collectively defined "Senior Management").

Year-End Performance Reviews	2025		2024	
	Completed	Not completed	Completed	Not completed
Gender				
Female	99.11 %	0.89 %	99.07 %	0.93 %
Male	98.89 %	1.11 %	99.30 %	0.70 %
Employee title				
Senior Management	98.56 %	1.44 %	98.04 %	1.96 %
Professionals	99.10 %	0.90 %	99.74 %	0.26 %
Division				
Executive Committee	100.00 %	0.00 %	100.00 %	0.00 %
Finance & Corporate Services	100.00 %	0.00 %	100.00 %	0.00 %
Investment Solutions	96.81 %	3.19 %	97.69 %	2.31 %
Legal, Compliance & HR	100.00 %	0.00 %	100.00 %	0.00 %
Markets	100.00 %	0.00 %	100.00 %	0.00 %
Operations & IT	98.96 %	1.04 %	100.00 %	0.00 %
Risk Control	100.00 %	0.00 %	96.55 %	3.45 %

Employee compensation

GRI 2-19 GRI 2-20

Appropriate compensation is an important factor determining employee satisfaction and loyalty. Leonteq is committed to offering employees fair and competitive compensation and benefits that exceed all country-specific minimum living wage requirements where the Group operates and that are in line with market standards and the Group's remuneration principles.

Based on its remuneration system, Leonteq has a global remuneration policy in place, which has been approved by the Board of Directors. The policy governs the fundamental aspects of Leonteq's approach to remuneration and outlines the Group's key remuneration principles.

Leonteq's key remuneration principles include:

- Leonteq offers a competitive and merit-based compensation, which rewards consistent high performance and the successful, sustainable implementation of business objectives in the interest of the stakeholders.
- The remuneration procedures and practices are compatible with, and supportive of, effective and prudent risk management and compliance with legal and regulatory requirements.
- Remuneration is based on the function's responsibility and latitude as well as the incumbent's capabilities, experience, and knowledge. The level and future progression of a salary are aligned with market practice in the respective labour market.
- Employees are rewarded on a total rewards basis, which includes fixed and short-/ long-term variable compensation, as well as tangible and intangible benefits (in line with market practice). The proportions of the variable compensation shall incentivise appropriate conduct and actions.
- Leonteq encourages a safe and healthy work environment, free from any kind of discrimination. In terms of compensation, we promote equal pay for work of equal value.

Total employee compensation consists of both fixed and variable compensation, with each compensation category broken down further into specific remuneration types and subject to various determinants.

Fixed compensation is determined primarily on the basis of an employee's seniority and capabilities, as well as the compensation offered to employees in comparable roles in the external market. Fixed compensation is set in accordance with the Group's system of corporate titles, ensuring consistency, transparency and internal equity. The Group is committed to fair and non-discriminatory remuneration practices. Salary increases are not granted automatically; instead they are determined based on the employee's professional development and increasing level of competence, or when the degree of complexity, responsibility or significance of the role increases; the company's business needs and external market developments are also factored into salary increases.

Variable compensation is awarded annually mostly on a discretionary basis and sometimes based on contractual agreements. It varies, depending on the overall performance of the Group, as well as divisional and individual performance, measured on the basis of pre-defined, strategy-oriented quantitative and qualitative KPIs, including non-financial factors such as cultural values, compliance and risk-taking.

The payment of any variable compensation is subject to employees having always acted appropriately and not having wilfully or by gross negligence, acted in any undue way or through any undue means to influence their variable compensation amount in their favour or in violation of any law, regulatory rules or guidelines or any applicable policies of the Group.

More information about compensation plans for employees can be found on page 93, and 145 to 146 of the Annual Report 2025.

Executive Committee members are remunerated based on their specific compensation model, which is based on clearly defined performance metrics. Further information about the Executive Committee compensation model can be found on pages 81 to 84, and 87 to 91 of the Annual Report 2025 and information about the remuneration of members of the Board of Directors can be found on pages 85 and 92 of the Annual Report 2025.

Diversity and inclusion

GRI 405-1 GRI 406-1

Diversity of employees

Leonteq is a global company and employs people from many different backgrounds. The diversity of our workforce enriches the Group as well as the local labour market, as each individual brings specific expertise to their employer. The different cultural backgrounds of our employees help to create a diverse environment with mixed teams whose varied profiles and experience have a positive impact on the business by introducing a range of perspectives – resulting in more diverse outcomes. In 2025, Leonteq employed people from 54 different nations, demonstrating the diversity of our workforce.

As a fintech company with a large portion of its employees in sales and IT roles, Leonteq is aware of the challenges faced when seeking to increase gender diversity. As is characteristic of these two disciplines across the industry, Leonteq's IT and front office staff have some of the lowest ratios of female employees. Leonteq nevertheless considers diversity across titles and functions to be a very important factor to help it remain competitive and to position the Group as an employer of choice. It is therefore working to improve its diversity ratios and has defined the goal of increasing gender diversity across the Group to over 25% by 2027 as one of its key ESG targets.

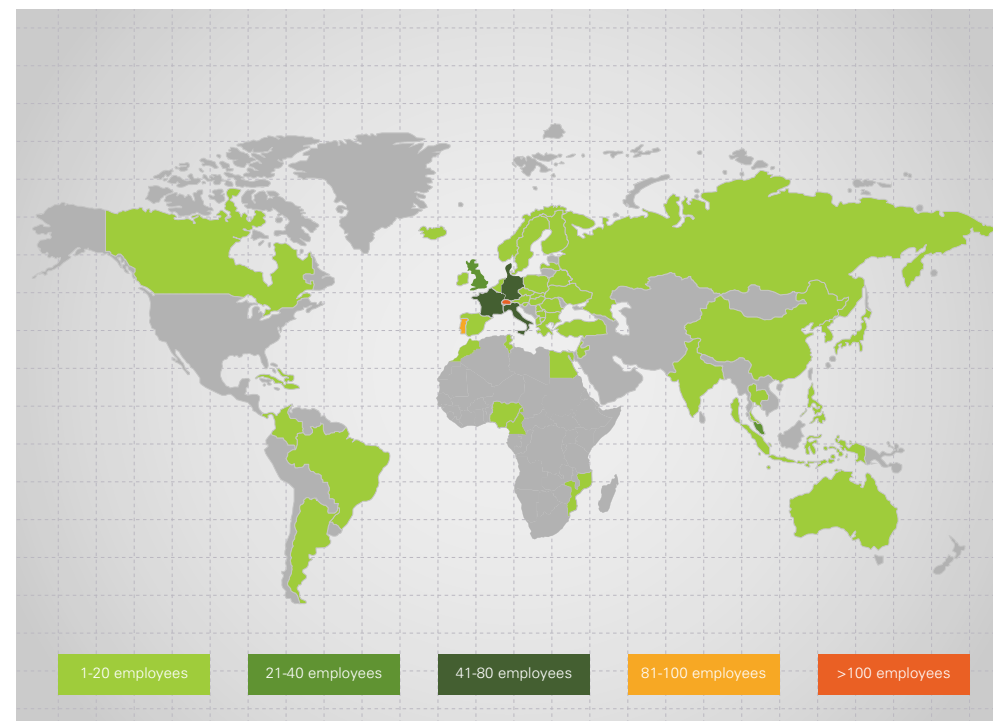
To achieve its diversity target, Leonteq has implemented several measures to support the inclusion of female workers and to help close the gender gap among Leonteq employees.

- **Professional Women Network:** Leonteq's Professional Women Network (PWN) was founded in 2024. The PWN is a platform for Leonteq's female employees to build relationships across the firm. It connects women with mutual interests, creates a space for them to develop professional connections, and to shape their careers, and it gives them a space to exchange best practices and to share career and life experiences. In 2025, three global events were held for female (and male) employees.
- **Advance:** Female employees in Switzerland with the title of Director and above have access to Advance-led workshops and diversity initiatives.

In 2025, 24% of Leonteq's workforce was female (2022: 19%; 2023: 20%; 2024: 22%), and the percentage of new female hires rose by two percentage points to 29% in 2025 (2022: 23%; 2023: 25%; 2024: 27%). The percentage of female employees in Leonteq's senior management decreased by one percentage point to 27%. The percentage of leavers who were female increased to 16% in 2025 from 15% in 2024.

While Leonteq is moving in the targeted direction with a 24% female ratio in 2025, the fact remains that Leonteq operates in a niche market between finance and technology where finding suitable talent, and specifically suitable female talent, is generally more challenging.

Nationality of employees



Gender distribution

	2025					2024				
Diversity of employees by gender (HC)	Male	Male %	Female	Female %	Total HC	Male	Male %	Female	Female %	Total HC
Employee level										
Senior Management	135	89%	17	11%	152	146	88%	20	12%	166
Professionals	286	71%	117	29%	403	318	75%	108	25%	426
Division										
Executive Committee	4	80%	1	20%	5	6	86%	1	14%	7
Finance & Corporate Services	33	56%	26	44%	59	32	57%	24	43%	56
Investment Solutions	101	85%	18	15%	119	127	88%	17	12%	144
Legal, Compliance & HR	41	54%	35	46%	76	41	55%	33	45%	74
Markets	46	96%	2	4%	48	47	96%	2	4%	49
Operations & IT	178	81%	42	19%	220	189	83%	39	17%	228
Risk Control	18	64%	10	36%	28	22	65%	12	35%	34

Age distribution

	2025							2024						
Diversity of employees by age (HC)	<30	<30 %	30-50	30-50 %	>50	>50 %	Total	<30	<30 %	30-50	30-50 %	>50	>50 %	Total
Gender														
Female	28	21%	91	68%	15	11%	134	25	20%	90	70%	13	10%	128
Male	75	18%	302	72%	44	10%	421	89	19%	335	72%	40	9%	464
Employee level														
Senior Management	0	0%	119	78%	33	22%	152	0	0%	137	83%	29	17%	166
Professionals	103	26%	274	68%	26	6%	403	114	27%	288	68%	24	6%	426
Division														
Executive Committee		0%	1	20%	4	80%	5	0	0%	3	43%	4	57%	7
Finance & Corporate Services	11	19%	40	68%	8	14%	59	11	20%	42	75%	3	5%	56
Investment Solutions	38	32%	78	66%	3	3%	119	42	29%	96	67%	6	4%	144
Legal, Compliance & HR	6	8%	57	75%	13	17%	76	9	12%	52	70%	13	18%	74
Markets	8	17%	33	69%	7	15%	48	10	20%	35	71%	4	8%	49
Operations & IT	33	15%	165	75%	22	10%	220	32	14%	175	77%	21	9%	228
Risk Control	7	25%	19	68%	2	7%	28	10	29%	22	65%	2	6%	34

Diversity of Leonteq's Board of Directors

In 2025, Leonteq's Board of Directors was composed of two female members (33% representation) and four male members (67% representation). All Leonteq Board members are over 50 years of age.

Leonteq acknowledges the importance of diversity in fostering innovation and inclusive decision-making, as well as in enhancing the Board of Directors' skill set in the area of technology, digitalisation and innovation. In this context, the Board welcomed a new member according to these criteria in 2025.

Further information about the composition of Leonteq's Board of Directors and the diversity of its members can be found in the Annual Report 2025, pages 54 to 55.

Non-discrimination

Ensuring the equal treatment of employees, clients and other stakeholders at all times – regardless of race or ethnicity, gender, nationality, age, disability, sexual orientation, religion or any other status protected by law – is of the utmost importance at Leonteq. The Group has a zero-tolerance policy on harassment and discrimination, as defined in the Code of Conduct & Ethics. It has a defined escalation, whistleblowing and grievance process in place to manage any instances of harassment and discrimination.

Any form of discrimination or other violation of personal rights – such as sexual harassment, mobbing, xenophobia, curtailments of the freedom of religion or belief, etc. – is thoroughly investigated in an interview process. Any person committing acts of harassment and/or discrimination is subject to individual sanctions that include written warnings, personal interviews, transfer to another department or termination. Additionally, employees who have been subject to any discrimination and/or harassment at Leonteq receive support from the Group and they have the right to submit complaints without facing the risk of any negative consequences.

We strive to protect our employees' personal integrity in the workplace at all times, including throughout the hiring process, during their employment with the Group and in the event of the termination of the employment relationship.

Leonteq is also committed to the principle of offering existing and prospective employees equal opportunities in accordance with the laws and regulations of the jurisdictions in which it operates. It additionally has several rules in place to ensure equal treatment of its employees, including guaranteeing equal professional opportunities for its employees and equal pay for equal work.

There was one reported incident of discrimination in 2025 and the investigation is ongoing.

Data Protection & Cybersecurity

GRI 3-3

The data protection and cybersecurity measures implemented at Leonteq are designed to protect the confidentiality of important data, the integrity of our assets and the information they contain, and the availability of all systems, services and information when needed by employees, partners and clients.

Positive and negative impacts

Leonteq acknowledges the positive and negative impacts that its material topic, “Data Protection & Cybersecurity”, could have on the economy and people. These impacts have been identified as potential and encompass both short-term and long-term effects.

On the negative side, personal data breaches could directly and adversely affect individuals’ rights and freedoms. Additionally, the loss of personal data or a severe security incident could have negative consequences for the company’s stakeholders. Misuse of personal data could lead to privacy violations, exposing personal data without consent and potentially resulting in identity theft and financial fraud.

On the positive side, Leonteq recognises the potential benefits of sharing innovations in data protection and cybersecurity with others, contributing to enhanced security practices and broader societal improvements.

Management of Data Protection & Cybersecurity

Leonteq’s approach to data protection and cybersecurity is defined in Leonteq’s official Group policies, instructions and guidelines. The Data Protection Advisory (DPA) team consist of representatives from Legal, Compliance, Information Security and Business Continuity, and Third-Party Risk Management.

To manage data protection and cybersecurity, Leonteq has the following policies and commitments in place that are aligned with regulatory and sustainability standards:

- **Clear Desk:** The purpose of this policy is to reduce the risk of unauthorised access, loss of and damage to sensitive data during and especially outside normal working hours or when areas are unattended.

- **ICT Risk Management:** This policy’s objective is to proactively manage and reduce the potential impact and likelihood of information and communication technology (ICT) risks. The policy defines how Leonteq identifies, assesses, and mitigates ICT risks.
- **Personal Data Protection:** This policy helps to protect Leonteq from tangible data security risks related to personal data, as defined in the applicable laws. This includes breaches of confidentiality, such as information being shared inappropriately, and failing to offer choice to data subjects on how their data may be used.
- **Privacy Notice for Employees:** This notice explains how the companies of the Leonteq Group process employee personal data, in particular the types of data we process, the purpose of processing and who may share employee data with others.
- **Securities Firm Secrecy:** This policy is based on Article 69 of the Federal Act on Financial Institutions (FinIA). Client confidentiality is embedded in contract law (duties of fiduciary care and due diligence within the contractual relationship between client and securities firm), the right to personal privacy (the financial sphere is part of the protected privacy) and securities firm law (protection under criminal and supervisory law).

Leonteq has a dedicated Information Security team led by Leonteq’s Chief Information Security Officer (CISO) and a dedicated Data Protection Advisory team lead by Leonteq’s Group Data Protection Advisor / Officer (DPO).

Both teams are also supported by external cybersecurity and legal data protection specialists. Their aim is to prevent, mitigate and reduce the impact of cybersecurity-related events (including data breaches) by identifying threats and risks, implementing appropriate safeguards, monitoring those safeguards and the assets required to manage security breaches, and responding to cybersecurity issues if and when they occur to ensure the reliability of information systems and communication technology used in Leonteq’s critical operations. These areas are tested by means of ongoing internal checks and automated vulnerability scans as well as through a broad range of security tests conducted by external cybersecurity specialists on an annual basis and when new critical services are launched.

In the event of a:

- **Personal data breaches:** Leonteq has guidelines which establish a structured approach for identifying, assessing and responding to personal data breaches in accordance with applicable data protection laws and regulatory requirements, including proper and timely notification to data protection authorities and the impacted data subjects (where applicable).
- **Cybersecurity incidents:** The Information Security team is responsible for mitigating such incidents and for ensuring the recovery of services while working with external parties, where necessary, to document incidents and gather evidence.

In the event of an incident, Leonteq has a comprehensive Business Continuity Management (BCM) response plan in place. Key elements of the Group's BCM plan are: The establishment of a crisis management team, including the Group Chief Operating Officer (COO), regional senior managers and business critical department heads; the definition of communication plans for internal and external stakeholders; IT and infrastructure redundancies; and a flexible IT set-up that allows Leonteq employees to work from home or other locations without their ability to perform essential tasks being affected.

To ensure preparedness for any event requiring a BCM plan, Leonteq's BCM manager regularly conducts business impact analyses, interested parties analyses and risk assessments for departments across the Group. Employees are also informed about BCM as part of the onboarding day for new joiners and cyber incident training is provided for employees within key departments involved in business continuity and crisis management. The Group conducts annual reviews of its BCM plan and strategy with the Board of Directors and Executive Committee and holds bi-weekly BCM management reporting meetings. BCM tests are held several times per year (2-3 major BCM tests and 3-4 minor BCM tests per year) and Leonteq works with an external partner in the cloud space to build safe, secure, and stable business continuity as well as security platforms. Leonteq maintains a dedicated disaster recovery site.

Leonteq is continuously developing and refining its data protection and cybersecurity strategies to reflect current areas of focus and ensure their ongoing implementation.

Leonteq's Data Protection Advisory and Information Security functions work to ensure the Group's compliance with regulatory requirements in all the jurisdictions in which we operate.

The measures used to ensure IT security and the protection of personal data of counterparties, employees, business partners and other stakeholders include the following key areas: Employee awareness and training, technical defences, data access and control, standardisation and certification, and operational resilience.

The effectiveness of these measures is tracked through Leonteq's risk management procedures, its Global Control Forum, which comprises the CISO, CFO, CRO and regional office managers, as well as through several reporting and dashboarding methods, including Key Risk Indicators, third-party risk management, business impact analyses, interested parties analyses, and our Operational Risk Assessment Process. In addition, the Data Protection Advisory team continues to enhance the Group's data sharing framework. The DPO also advises the Executive Committee on data protection and privacy topics to enable the Executive Committee to take appropriate steps relating to these topics.

Employee awareness

To ensure that Leonteq conducts its business in a safe and secure manner, and to share insights about best data protection and cybersecurity practices, Leonteq runs several employee awareness programmes. They cover tips, precautionary practices, and general and specific information around identifying, understanding, and remaining vigilant about cybercrime.

Awareness programmes include onboarding sessions for new employees, monthly newsletters and communications delivered to all employees via email, and notices on the company intranet and TV screens within Leonteq offices globally. Mandatory cybersecurity and data protection training is also required of all employees, including part-time and temporary employees. This training covers the identification and reporting of phishing attempts and other social engineering tactics. In 2025, Leonteq expanded its training programme to include dedicated classroom training sessions for various departments on specific data protection, trade secrecy and client confidentiality topics.

In addition, the Group conducts periodic simulated phishing exercises (e.g. phishing campaign) to test employee vigilance and identify areas of improvement. These campaigns provide real-time learning opportunities and help build a culture of security awareness across the organisation.

Technical defences

Leonteq follows state-of-the-art cybersecurity practices and uses a range of cybersecurity tools to monitor its environment in real time and to produce alerts if any risk indicators emerge. Any such indicators are followed up and investigated.

Leonteq also has multiple layers of technical defences in place to protect against unauthorised access by internal or external parties. This includes the use of next-generation firewalls, intrusion detection systems, and distributed denial of service protection at the network perimeter, together with internal countermeasures. This configuration is designed to ensure that no part of Leonteq's network is exposed to cybersecurity risks due to the failure of any single component and that data cannot be accessed without users passing through multiple checks. In cases where Leonteq is dependent on third-party services and service providers, any failure of or interruption or damage to the services of such third-party service providers could affect Leonteq's business.

Critical third-party services and service providers undergo data protection impact analysis prior to initiation of the contract. Cloud service providers are additionally assessed based on internal policies to ensure appropriate safeguards are in place.

Additional information about Leonteq's cybersecurity lines of defence and defence governance can be found in the Risk Management & Control section of the Annual Report 2025 on pages 124 to 125.

Leonteq also ensures that its security configurations are reviewed and engages external security specialists to test, check and advise on how it can improve its operational security. It takes all the necessary technical and organisational measures – as set out in the applicable data protection laws – to protect the data of its employees, clients, partners and other stakeholders against loss and unauthorised collection, processing, alteration and disclosure.

Data access and control

In line with the laws applicable to Leonteq, such as the European General Data Protection Regulation, the Swiss Federal Act on Data Protection and the DIFC Data Protection Law, as well as the Group's risk management framework, Leonteq also assigns the utmost importance to preventing data loss and leaks, as a loss of personal data or a breach of IT security could potentially have negative economic consequences as well as negatively affect Leonteq's stakeholders.

Leonteq only ever processes the personal data of its employees, clients, partners, service providers, shareholders or other counterparties where this is required in order to comply with legal obligations, where this is necessary to enter into or perform a contract, where a third party has given its consent for Leonteq to process the data for a specific purpose, or where the processing of data is in the legitimate interests of Leonteq or third parties. Further information about Leonteq's privacy statement and the collection and processing of the data of service providers, shareholders, partners, clients, distributors and counterparties is available on Leonteq's corporate website.

Leonteq is also responsible for all the information and personal data where it is the designated data controller and data processor and defines the use and management of that personal data. The majority of its data is held in its Swiss-based data centres, but it is also the controller of data that is hosted by external providers, such as cloud services. Additionally, Leonteq produces reports and management information and provides data uploads to partner organisations where required.

Data protection and professional secrecy at Leonteq are managed by members of the Data Protection Advisory (reporting to the General Counsel) and Information Security teams (reporting to the COO). The General Counsel and the COO are members of the Executive Committee. The DPA team is responsible for making recommendations to the Executive Committee or creating policies to support the safe and secure processing of personal data, for assessing new critical systems using the dual-control principle, and, in the event of an incident, for advising the Group on the appropriate response. Leonteq also retains the services of external providers such as external legal experts specialising in data protection and professional secrecy and a security forensic service provider that specialises in cybersecurity and responses to cyberattacks.

To ensure proper data management, Leonteq strictly controls access to information using its identity access management tool. This role creation and modelling tool enables us to manage user account provisioning, permissions and deprovisioning. All individual and group employee permissions are managed and regularly reviewed using this tool.

Standardisation and certification

The Group's BCM programme, which covers disaster recovery and crisis management procedures, is aligned with all regulatory requirements and internationally recognised standards and is audited in accordance with ISO 22301.2019. This audit is conducted annually and covers the planning, implementation and operation of the Group's plan to protect against, reduce the likelihood of, prepare for, respond to, and recover from disruptive incidents, if and when they arise.

Audits of Leonteq's data and information systems are included in the annual audit of Leonteq's IT systems. This is performed by Leonteq's external auditor as part of the annual regulatory audit. In addition to these external audits, the IT department and its systems are audited annually by our internal audit team. Furthermore, penetration tests are performed annually by external companies specialising in IT and cybersecurity.

Information security is an important element in the protection of the Group's data and information systems and is standardised and audited. Leonteq's IT and security policies are reviewed and updated annually. The compliance of the internal Leonteq system is additionally measured through the Group's internal control process, on either a monthly, quarterly or annual basis depending on the control parameters. Leonteq's internal control system, which comprises controls relating to its business, operational and IT processes as well as controls of information security, is validated on an annual basis in accordance with the International Standard on Assurance Engagements (ISAE) 3402. A comprehensive report documenting these controls is produced on an annual basis and is certified by means of an external audit.

Operational resilience

Recognising the increased potential for significant disruptions to companies' operations from cybersecurity-related events or technology failures among other internal or external events, Leonteq has a comprehensive operational resilience framework in place.

Further information about operational resilience can be found in the Annual Report 2025 on pages 120 to 121.

Customer Privacy

GRI 418-1

In 2025, Leonteq did not receive any substantiated complaints concerning breaches of professional secrecy or losses of client or employee related data and there were no substantial internal breaches.

Climate change

GRI 3-3

Leonteq is a globally active company with offices in 14 locations in Switzerland, Europe, Asia and the Middle East. It also has two data centres in Switzerland that use significant amounts of electricity to power the Group's operations. Additionally, some Leonteq employees have to travel internationally as part of their role, and all members of staff commute to their local office locations. The release of greenhouse gas (GHG) emissions and the use of energy from non-renewable sources are a growing concern among investors and the general public in view of their impact on the climate and environment.

Positive and negative impacts

Leonteq recognises that measures to reduce GHG emissions can contribute positively to climate change mitigation efforts. It also acknowledges the positive and negative impacts that its material topic, "Climate Change", could have on the economy, the environment, and people. These impacts have been identified as both actual and potential, encompassing short-term and long-term effects.

The company has identified several actual negative impacts on people and the environment. GHG emissions from business operations and potentially high energy use in data centres could have direct negative impacts. Additionally, GHG emissions resulting from investments or client investment activities in energy-intensive industries may indirectly contribute to negative outcomes.

On the positive side, Leonteq sees opportunities to create indirect impacts by providing transparency and educating employees on how their behaviours around commuting and business travel can help reduce Leonteq's environmental impact.

Management of Climate Change

To manage its environmental impact and to address the impacts caused, Leonteq has developed a Group-wide environmental reporting framework, that it has used since 2022 to collect data on its Global energy usage and GHG emissions.

Based on the findings of our data collection and analysis of energy consumption and GHG emissions generation for 2022 and 2023, Leonteq defined a framework in 2024, setting out how the Group aims to achieve net zero over the next 5 to 10 years.

With this framework in place, and using 2024 as the baseline year, Leonteq has committed to the following climate action plan and targets:

- **2030 target:** Achieve a 50% reduction in Scope 1 and Scope 2 emissions compared to the 2024 baseline, reflecting Leonteq's commitment to significant emissions reductions in the near term.
- **2035 target:** Reach net-zero emissions for Scope 1 and Scope 2, as well as for selected Scope 3 categories, namely business travel and employee commuting.

Over the long term, we have the ambition by 2040 to extend the net zero goal for additional Scope 3 categories that are relevant to Leonteq's business model.

As part of its broader efforts to reduce the Group's environmental footprint, Leonteq has implemented a number of initiatives to support the reduction of its GHG emissions. These include the replacement of the company car, which had a diesel combustion engine, with an electric vehicle in 2024.

Energy consumption

GRI 302-1

Since 2022, Leonteq has also implemented an initiative at its Zurich headquarters to support the reduction of its Scope 2 electricity consumption. Measures include lowering the ambient temperature in its office, reducing indoor lighting and screen running times, and switching off illuminated external signage on buildings. In 2025, efforts were further expanded with the replacement of existing conventional lighting with energy-efficient LED lighting in Leonteq’s headquarters.

In recent years, Leonteq has additionally moved several of its offices to buildings that are powered by renewable energy and/ or hold or are owned by companies that hold sustainability certifications, including BREEAM, LEED, EPC and SBTi. As of end-2025, Leonteq operates in four office buildings that are powered by 100% renewable energy and two that are powered by more than 85% renewable energy. Additionally, eight out of 14 office buildings have sustainability certificates. These are Amsterdam, Frankfurt, Lisbon, London, Milan, Singapore, Tokyo and Zurich.

In Zurich, Leonteq is continuing to optimise its energy consumption as part of its commitment under the cantonal target agreement (“Kantonale Zielvereinbarung”) to lower energy usage by 2029. Leonteq made this commitment in 2019 with the ambition to reduce its power consumption by 11.3% over 10 years compared to a 2029 extrapolation. For 2025, our offices and data centers in Switzerland were primarily powered by hydro and wind energy sourced from Switzerland and Europe, in line with the highest ecological standards for sustainability. This switch has resulted in a 0.002 kg CO₂-e decrease per kilowatt hour (kWh). Leonteq’s headquarters are additionally located in a Minergie standard building.

With the support of local energy providers, including EWZ (Elektrizitätswerk der Stadt Zürich) in Switzerland, EDP in Lisbon, Tuas Power Supply in Singapore, A2A energia in Italy and Vattenfall in Amsterdam, Leonteq is taking steps to improve its energy efficiency and reduce its energy consumption.

In 2025, Leonteq’s total energy consumption amounted to 3,534 MWh. This includes 1,398 MWh from electricity, 227 MWh from heating and cooling (in Leonteq’s Zurich, Amsterdam, Guernsey and Singapore offices), and 1,909 MWh generated at our data centres. Of the energy consumed, 124 MWh was renewable and 3,410 MWh was non-renewable.

Location	2025	2024
Switzerland	1,165	1,158
Europe	325	358
Asia	135	154
Data Center	1,909	2,042
Total Energy Consumption (in MWh)	3,534	3,712

Climate counterbalancing strategy

GRI 305-5

To help us achieve our net zero targets, Leonteq has implemented a climate strategy. As part of this strategy, we are focusing on reducing our carbon footprint, through measures related to heating and electricity consumption, as well as addressing emissions from business travel.

A key aspect of our strategy is the purchase of green electricity from local energy suppliers. This initiative is designed to significantly reduce our Scope 2 market-based emissions by 2030.

In addition to reducing energy-related emissions, we have identified air travel as the largest contributor to Leonteq’s greenhouse gas emissions. While travel between the Group’s global office locations remains necessary for business purposes, we are committed to continuously reducing our environmental impact. We therefore introduced an internal carbon levy on business air travel in 2025. This levy acts as an internal tool to increase cost transparency and raise awareness of

the emissions associated with business travel. The funds collected through this levy are allocated to the financing and retirement of carbon removal certificates, in line with Leonteq’s broader climate strategy.

We have collaborated with Climeworks to define a diversified portfolio of carbon removal solutions, including Direct Air Capture (DAC), Enhanced Rock Weathering (ERW), biochar-based removal and Afforestation, Reforestation & Revegetation (ARR). This portfolio will contribute to the retirement of up to 3,600 tons of CO₂ removal certificates by 2030.

In 2025, Leonteq contributed funds to carbon removal projects operated by Lithos Carbon (ERW), Canopia (ARR), and TrueCoco (biochar). Through these efforts, we successfully retired 600 carbon removal credits.

These carbon removal initiatives complement our ongoing efforts to reduce emissions within our own operations. The retirement of removal certificates is as an additional measure, to reinforce our broader commitment to reducing our environmental impact over time.

2025 GHG emissions

GRI 305-1

GRI 305-2

GRI 305-3

GRI 305-4

In 2025, Leonteq's operations globally generated a total of 84 tons of CO₂e emissions (2024: 142 tCO₂e) and 666 tons of CO₂e from air travel, fuel- and energy-related activities and employee commuting (2024: 762 tCO₂e). The data collected covers 100% of Leonteq's FTEs.

Scope 1

Scope 1 emissions currently include only fugitive emissions from refrigerants and other gases used in the air conditioning systems across all Leonteq offices.

Leonteq's Scope 1 emissions have decreased significantly following the replacement of its fuel-powered company car with a fully electric vehicle in 2024. The electric car's direct energy consumption is now accounted for under Scope 2 emissions.

Scope 2

Leonteq's Scope 2 emissions include the use of electricity, heating and cooling energy. The electricity used at Leonteq's offices in Amsterdam, Lisbon, Milan and Zurich as well as at Leonteq's two data centres, comes from 100% renewable energy sources. The heating system in Leonteq's headquarters is connected to the local district heating system. The portion of renewable energy used by the district heating is currently 42%, according to the municipal provider ERZ Entsorgung + Recycling Zürich. Leonteq leases all the buildings in which it operates and is therefore not always able to influence the mix of electricity used in its premises. Where possible, it takes steps to improve the electricity mix in order to reduce the Group's use of energy from non-renewable sources.

In 2025, Leonteq continued to achieve energy savings. In Amsterdam, the company now sources electricity entirely from renewable energy through the new Essent Infrastructure Solutions. Guarantees of Origin are deducted from the Verticer accounts of Vattenfall Energy Trading NL on behalf of the end user.

Scope 3

Leonteq's Scope 3 emissions currently encompass data from employee business travel by air, employee commuting and, as of 2025, fuel- and energy-related activities (not included in Scope 1 or Scope 2).

Fuel- and energy-related activities (Category 3)

This year, we expanded our greenhouse gas (GHG) accounting to include additional upstream emissions related to the fuels and energy we purchase. These emissions, which were previously not systematically calculated and are therefore not yet included in our Scope 3 reporting, cover the production, extraction, and transport of fuels, as well as transmission and distribution (T&D) losses from purchased electricity, steam, heating, and cooling.

The inclusion of these data was made possible by an update to our reporting software, which now enables the calculation of these upstream energy-related emissions in line with GHG Protocol guidance. This enhancement provides a more complete and accurate view of our carbon footprint and supports our ongoing efforts to further improve our climate performance.

Business travel (Category 6)

Since Leonteq is a global company, a certain amount of travel by employees between its different office locations is necessary in the course of its operations. At the same time, we recognise the negative impact that air travel has on the environment and have therefore established a carbon levy model to compensate for the CO₂ emissions generated by our business-related air travel. In 2025, CHF 76,566 were collected from Leonteq's carbon levy, and the funds invested in the Group's Carbon Dioxide Removal (CDR) Portfolio, which aims to remove an equivalent amount of CO₂ from the atmosphere.

Employee commuting (Category 7)

Employee commuting also contributes to Leonteq's Scope 3 emissions. When travelling to the office, employees are encouraged to follow the sustainable commuting practices that have been in place at Leonteq for several years.

As part of these efforts, Leonteq subsidises Swiss public transport pass costs for employees working in Switzerland with a contribution of 15% of the cost and offers only a limited number of parking spaces.

From 2026, Leonteq will extend this sustainable commuting offering to Lisbon-based employees through a public transportation allowance and will continue to survey employees' commuting habits following the launch of this offering.

Greenhouse gas emissions

	2025				2024			
	Total emissions Leonteq offices tCO ₂ e	Total emissions Leonteq data centres tCO ₂ e	Total emissions Leonteq Group tCO ₂ e	CO ₂ intensity (in kg CO ₂ e/FTE)	Total emissions Leonteq offices tCO ₂ e	Total emissions Leonteq data centres tCO ₂ e	Total emissions Leonteq Group tCO ₂ e	CO ₂ intensity (in kg CO ₂ e/FTE)
Scope 1 ¹	0.71		0.71	1.31	1.72		1.72	2.96
Scope 2 (market-based) ²	82.60	1.15	83.75	153.68	140.35	1.82	142.17	243.96
Scope 2 (location-based) ³	132.74	54.97	187.71	344.45	175.17	5.21	180.38	309.53
Scope 3 (Business travel by air, Fuel- and energy-related activities and Employee commuting) ⁴	665.97		665.97	1,222.08	761.68		761.68	1,307.04
Total net carbon emissions (market-based)⁵	749.29	1.15	750.44	1,377.07	903.75	1.82	905.57	1,533.05

¹ Fugitive emissions for all Leonteq offices where the measure of volume and type of gas from air conditioning and refrigerators is calculated and applied a 2% leakage rate. We use the emission factor from the Swiss Mobitool (www.mobitool.ch) for direct use for an average car fleet (Diesel): 132 gCO₂e/pkm until September 2024.

² For district heating we rely on the conversion factors provided by our energy supplier in Zurich for market-based figures: gCO₂e/kWh (2024); and location-based in Guernsey, Singapore and Amsterdam. For electricity we rely on emission factors provided by our power suppliers: EDP in Portugal, A2A in Italy and recently added Amsterdam Vattenfall (0 gCO₂e/kWh, hydropower) and EWZ in Switzerland (0.60 gCO₂e/kWh for different renewable power products). For all other offices we used the location-based factor (see below).

³ District heating: see fn 2; for electricity we rely on emission factors from IEA Emission Factors for Energy v2025.01 for France (41.6 gCO₂e/kWh), Germany (333 gCO₂e/kWh), Hong Kong (601.2 gCO₂e/kWh), Italy (258.4 gCO₂e/kWh), Japan (450.3 gCO₂e/kWh), Netherlands (234.2 gCO₂e/kWh), Portugal (105.20 gCO₂e/kWh), Singapore (379 gCO₂e/kWh), Swiss (28.8 gCO₂e/kWh), United Arab Emirates (358.6 gCO₂e/kWh) and United Kingdom (176.9 gCO₂e/kWh).

⁴ Scope 3 data includes business travel by air, 2024 Group Employee commuting and recently added measure fuel- and energy-related activities (not included in Scope 1 and 2). For business travel by air we use data from two travel agencies Egencia and Finass. Egencia uses conversion factors from DEFRA/BEIS of the UK Government. Finass has a cooperation with the Swiss Foundation myclimate, who uses state-of-the-art emission factors based on more of a dozen specific parameters; For Group employee commuting exercise performed, we use the Distance-based method, which involves collecting data from employees on commuting patterns (e.g., distance travelled and mode used for commuting and applying appropriate emission factors for the modes used. For fuel- and energy related activities we use emission factors from IEA Emission Factors for Energy v2025.01.

⁵ Scope 1, 2 and 3 are in line with the Greenhouse Gas Protocol (www.ghgprotocol.org).

GRI Content Index

GRI Standard	Disclosure	Reference / Response	SDGs Supported	Article 964b	Assured
GRI 2: 2021	General Disclosures				
The organization and its reporting practices					
	2-1 Organizational details	Leonteq AG is a public limited company, incorporated and head-quartered in Zurich, Switzerland. It is listed on the SIX Swiss Exchange under the ticker symbol LEON. As a publicly traded company, Leonteq's ownership is divided into shares, which are held by institutional and private investors. The company operates under Swiss law with a legal form that provides limited liability to its shareholders. Leonteq operates in the following countries: Switzerland, Germany, Italy, Monaco, Portugal, the Netherlands, United Kingdom, Guernsey, France, Singapore, Hong Kong, Japan, and the United Arab Emirates.			
	2-2 Entities included in the organization's sustainability reporting	The scope of Leonteq's sustainability reporting is aligned with the scope of the entities consolidated in the Group financial statements. These are the following fully owned subsidiaries: Leonteq Securities AG, Zurich (including its branch offices in Guernsey and Amsterdam); Leonteq Securities (Europe) GmbH, Frankfurt (including its branch offices in Milan, Lisbon, London and Paris); Leonteq Securities (Monaco) SAM; Leonteq (Middle East) Ltd, Dubai; Leonteq Securities (Hong Kong) Ltd; Leonteq Securities (Singapore) Pte. Ltd;. Leonteq Securities (Japan) Ltd.			
	2-3 Reporting period, frequency and contact point	The GRI Report has been prepared in accordance with the GRI Standards 2021. It is published on 12 February 2026. The reporting period is 1 January 2025 to 31 December 2025 in alignment with the Annual Report 2025. Questions about the Sustainability Report may be addressed to: Investor Relations +41 58 800 18 55 investorrelations@leonteq.com			

GRI Standard	Disclosure	Reference / Response	SDGs Supported	Article 964b	Assured
	2-4 Restatements of information	Leonteq has restated its disclosures by division to reflect the fact that following the departure of its Chief People Officer, HR newly reports to the General Counsel and forms now part of the Legal, Compliance & HR division.			√
	2-5 External assurance	Selected indicators published in the Sustainability Report have been reviewed as part of the Limited Assurance engagement by Deloitte. Pages 56-57			
Activities and workers					
	2-6 Activities, value chain and other business relationships	Page 4		General	√
	2-7 Employees	Page 4	8, 10		√
	2-8 Workers who are not employees	Page 4	8		√
Governance					
	2-9 Governance structure and composition	Page 5	5, 16	General	√
	2-10 Nomination and selection of the highest governance body	Page 5-6	5, 16	General	√
	2-11 Chair of the highest governance body	Page 5		General	√
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 6	16	General	√
	2-13 Delegation of responsibility for managing impacts	Page 6		General	√
	2-14 Role of the highest governance body in sustainability reporting	Page 6		General	√
	2-15 Conflicts of interest	Page 7	16		
	2-16 Communication of critical concerns	Page 7			
	2-17 Collective knowledge of the highest governance body	The Board of Directors and Audit and Risk Committee receive regular updates on latest developments around sustainability regulations, trends and best practices from external experts.			

GRI Standard	Disclosure	Reference / Response	SDGs Supported	Article 964b	Assured
	2-18 Evaluation of the performance of the highest governance body	The Board of Directors performs a self-assessment once a year, when it reviews its own performance against the responsibilities listed in the Organisational and Management Regulations, including the adequate execution of its monitoring and control function, and the further development of the Group's strategy. Furthermore, it assesses interaction with the Executive Committee as well as with the external auditors and Group Internal Audit.			
	2-19 Remuneration policies	Page 30			√
	2-20 Process to determine remuneration	Page 30			√
	2-21 Annual total compensation ratio	The annual total compensation ratio is confidential business information and thus not disclosed.			√
Strategy, policies and practices					
	2-22 Statement on sustainable development strategy	Page 10		General	√
	2-23 Policy commitments	Page 11 Code of Conduct & Ethics			√
	2-24 Embedding policy commitments	Page 11		General	√
	2-25 Processes to remediate negative impacts	Page 11		General	√
	2-26 Mechanisms for seeking advice and raising concerns	Page 7	16		
	2-27 Compliance with laws and regulations	Page 11		General	√
	2-28 Membership associations	Page 12			
Stakeholder engagement					
	2-29 Approach to stakeholder engagement	Pages 13-14			
	2-30 Collective bargaining agreements	In our Swiss home market, the agreement on the recording of working hours (VAZ) issued by the Employers' Association of Banks in Switzerland (AVG) is applicable to employees who meet the requirements stipulated in the VAZ. Leonteq is also subject to the convention collective des Marchés Financiers in France and to the Contratto Collettivo Nazionale del Lavoro del Credito (CCNL) in Italy.	8		

GRI Standard	Disclosure	Reference / Response	SDGs Supported	Article 964b	Assured
Materiality assessment and list of material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 15		General	√
GRI 3: Material Topics 2021	3-2 List of material topics	Page 15		General	√
Business Conduct & Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 16-17	1, 10, 16, 17	General	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 18		Corruption	√
	205-2 Communication and training about anti-corruption policies and procedures	Page 18		Corruption	√
	205-3 Confirmed incidents of corruption and actions taken	Page 18		Corruption	√
GRI 207: Tax 2019	207-1 Approach to tax	Page 19			
	207-2 Tax governance, control, and risk management	Page 19			
	207-3 Stakeholder engagement and management of concerns related to tax	Page 19			
	207-4 Country-by-country reporting	Leonteq is not currently subject to the obligation to report its taxes on a country-by-country basis.			
GRI 415: Public Policy 2016	415-1 Political contributions	Page 19		Corruption	√
Quality of Products & Services					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 20-21	12, 16	General	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 21		Social Issues	√
	417-2 Incidents of non-compliance concerning product and service information and labeling	Page 21		Social Issues	√
	417-3 Incidents of non-compliance concerning marketing communications	Page 21		Social Issues	√

GRI Standard	Disclosure	Reference / Response	SDGs Supported	Article 964b	Assured
Employee Engagement & Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 22-23	3, 4, 5, 8, 10	General	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 24		Employees	√
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 25-26		Employees	√
	401-3 Parental leave	Page 26		Employees	√
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Page 27		Employees	√
	403-5 Worker training on occupational health and safety	Page 27		Employees	√
	403-6 Promotion of worker health	Page 27		Employees	√
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 27		Employees	√
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 28		Employees	√
	404-2 Programs for upgrading employee skills and transition assistance programs	Pages 28-29		Employees	√
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 29		Employees	√
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 31-33		Human Rights	√
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 33			√
Data Protection & Cybersecurity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 34-36		General	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 36		Social Issues	√

GRI Standard	Disclosure	Reference / Response	SDGs Supported	Article 964b	Assured
Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 37-38	3, 7, 8, 12, 13, 14, 15	General	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 38		Environment	✓
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages 39-40		Environment	✓
	305-2 Energy indirect (Scope 2) GHG emissions	Pages 39-40		Environment	✓
	305-3 Other indirect (Scope 3) GHG emissions	Pages 39-40		Environment	✓
	305-4 GHG emissions intensity	Pages 39-40		Environment	✓
	305-5 Reduction of GHG emissions	Pages 39-40		Environment	✓

TCFD Report.

Introduction	48
Governance	49
Strategy	50
Risk Management	53
Metrics and Targets	54

Introduction

This Report marks Leonteq's formal alignment with the Task Force on Climate-related Financial Disclosures (TCFD) framework, underscoring our commitment to understanding and managing the financial and operational impacts of climate-related risks and opportunities. As part of our approach, we outline how our governance, strategic planning, and risk management practices are being adapted to address both physical risks, such as extreme weather events, and transition risks related to evolving climate regulations. In this way, we aim to support a transparent and resilient business strategy that can adapt to the challenges and opportunities posed by climate change.

Climate change represents a global challenge that has an impact on ecosystems, economies, and communities worldwide. For the financial sector, climate-related risks translate into complex financial, operational and regulatory challenges that call for robust, transparent management practices. In Switzerland, with its commitments to the Paris Agreement, there is an increased expectation for financial institutions to play a proactive role in supporting the achievement of national climate goals. Recognising this responsibility, Leonteq has adopted the TCFD framework to provide it with a structured approach for assessing and managing climate-related risks and opportunities.

Climate-related risks fall broadly into two categories: Physical risks, such as the impact of extreme weather events, and transition risks, which are related to regulatory, technological and market shifts toward low-carbon economies. In response, this report details our governance structures, strategic approach, risk management practices, and metrics and targets that help us to navigate and adapt to these challenges.



By following the TCFD framework, we aim to meet the expectations of our stakeholders – including clients, investors, regulators and employees – through consistent and transparent climate-related disclosures.

Covering the period from 1 January to 31 December 2025, this report provides a comprehensive overview of Leonteq's climate-related reporting. It builds off the baseline established in 2024 to allow us to track progress and it invites our stakeholders to engage with us on our approach to managing the effects of climate change on our business and the wider financial system.

Governance

Leonteq's governance structure for managing climate-related risks and opportunities ensures that each level of the organization is involved in addressing climate-related issues. This framework provides clear oversight and accountability, with distinct roles and responsibilities for the Board of Directors, various committees, and executive functions.

Board-level oversight on climate-related risks and opportunities

Board oversight: The Board of Directors determines the overall direction of the Group's sustainability strategy and oversees its implementation. It also defines the guiding principles for sustainability risks and oversees their integration, including the management of climate-related risks and opportunities, into the Group's overall risk management framework. In addition, the Board of Directors oversees the Group's ESG governance framework by reviewing and endorsing the Group's main ESG related policies, including the Group's governance-related policies and practices.

Sustainability Delegate: A Sustainability Delegate, appointed by the Board from among its members, liaises between the Board and the operational management, particularly the Sustainability Committee. Together with the Chair of the Sustainability Committee as well as the Sustainability Committee member responsible for Corporate Sustainability Reporting, the Sustainability Delegate is responsible for providing regular progress updates to the Board, ensuring continuous oversight and alignment of ESG initiatives with the strategic priorities of the Group.

Audit and Risk Committee: The Audit and Risk Committee of the Board plays a key role in overseeing Leonteq's overall risk management framework and processes, including risks related to sustainability.

Nomination and Remuneration Committee: This Committee of the Board ensures that climate-related objectives are integrated into Leonteq's executive compensation framework. By aligning compensation structures with ESG targets, the Nomination and Remuneration Committee reinforces accountability at leadership level. This approach creates a direct link between executive performance and the achievement of sustainability objectives, fostering a culture of responsibility and commitment to climate action within the Group. Such alignment incentivises executives to prioritise climate-related goals, supporting the Group's overall sustainability strategy.

Management's role in addressing climate-related risks and opportunities

Sustainability Committee: The Sustainability Committee, which is a committee of the Executive Committee and is chaired by a member of the Executive Committee, is responsible for identifying and analysing climate-related risks and opportunities, including conducting scenario analyses that explore potential climate outcomes. This committee sets Key Performance Indicators (KPIs) and Key Risk Indicators (KRIs) related to climate objectives and monitors these metrics regularly to ensure ongoing progress. As this process develops, the Sustainability Committee will provide regular updates on climate-related risks and opportunities to the Board of Directors, reporting at least once a year. In doing so, the Committee ensures that the Board remains informed of climate-related developments and that the Group's strategies can adapt to these evolving risks and opportunities.

This governance structure enables Leonteq to address climate-related risks and opportunities with a cohesive, multi-level approach through the combined efforts of the Board, the Audit and Risk Committee, the Nomination and Remuneration Committee, and the Sustainability Committee.

Strategy

In 2025, Leonteq reviewed and updated the assessment that was conducted in 2024, and which included extensive engagement with external ESG consultants and internal workshops, to identify specific climate-related risks and opportunities over the short and medium term (2030), and the long term (2040 and beyond), as well as across two distinct climate scenarios. In line with the TCFD risk classification framework, these risks were categorised into transition risks (e.g., regulatory, market, technological and reputational risks) and physical risks (e.g., acute risks such as extreme weather events and chronic risks, including sustained temperature changes). This assessment guides our strategic direction and reinforces our ability to respond effectively to the evolving regulatory and changing market environment shaped by climate change.

Strategy resilience

To assess the resilience of our strategy, Leonteq uses scenario analysis to evaluate the potential impacts of climate-related risks and opportunities under different climate pathways, including a 1.5-2°C and a 3-4°C scenario. These scenarios are aligned with international climate models and based on the Intergovernmental Panel on Climate Change (IPCC) pathways, such as SSP1-1.9 (limiting global warming to 1.5°C) and SSP2-4.5 or SSP5-8.5 (representing higher warming levels). The 1.5- 2°C scenario reflects a future where strong mitigation efforts significantly limit global warming, while the 3-4°C scenario illustrates a less coordinated global response, leading to substantial physical and transition risks. By analysing these pathways, we gain insights into how key risks – such as extreme weather events, regulatory changes and market transitions – may impact our operations, financial stability and strategic growth, ensuring that our strategy remains adaptable and resilient under varying global warming trajectories.

Our two scenarios and what they mean for us are set out below:

1.5-2°C scenario:

In this scenario, global efforts to limit warming to 1.5-2°C are largely successful, driven by stringent policy measures, technological innovation and a shift in consumer behaviour toward sustainability. In the short to medium term (by 2030), Leonteq faces significant transition risks, including stricter regulations on emissions and mandatory sustainability reporting standards. These challenges could lead to increased operational costs related to compliance and reporting.

In the longer term (2040 and beyond), Leonteq could benefit as it strengthens its reputation and expands into new markets tied to the global decarbonisation process. The relatively stable climate in this scenario reduces the direct physical risks to Leonteq's operations, though occasional disruptions from extreme weather events may still occur. Overall, by embracing the transition, Leonteq may leverage its fintech capabilities to support the shift to a low-carbon economy, enhancing its competitive edge and market position.

3-4°C scenario:

In this scenario, global efforts to reduce emissions are insufficient, leading to a rise in global temperatures of 3°C or more by the end of the century. In the short to medium term (by 2030), transition efforts are fragmented and inconsistent, resulting in a volatile regulatory environment with unpredictable carbon taxes and other measures. Leonteq faces physical risks as extreme weather events become more frequent and intense, especially in offices in locations such as Singapore or Portugal, potentially disrupting its operations indirectly through impacts on client portfolios and financial markets. The volatility of regulations also makes strategic planning more complex and risk prone.

Over the long term (2040 and beyond), Leonteq is likely to face rising operational costs and increased pressure to innovate as demand for resilient, adaptive financial products grows. Leonteq may need to develop solutions that cater to investors facing severe climate impacts, such as financing technologies and infrastructure that help investors to adapt to the impact of climate change. The market for Leonteq's services could become more fragmented, with regional differences in regulatory and physical impacts making strategic decision-making increasingly challenging. While this scenario presents significant challenges, it also offers opportunities for Leonteq to lead the way in developing financial solutions that support climate **adaptation and resilience.**

Adaptation measures: Under the **1.5-2°C scenario**, we anticipate greater regulatory pressures, which will require further investment in compliance systems and possibly lead to increased operational costs. Adaptation measures under this scenario include more aggressive investments in energy efficiency and increased engagement with stakeholders to align expectations and mitigate reputational risks. For the **3-4°C scenario**, our focus is on mitigating acute physical risks by enhancing office resilience and establishing emergency protocols.

In the coming years, we will be able to assess the effectiveness of the measures implemented.

The resilience of Leonteq's strategy lies in its ability to adapt to various climate pathways. By proactively evaluating and refining our approach to climate-related risks and opportunities, we aim to mitigate potential impacts while positioning ourselves for growth and enhancing our reputation in the sustainability space. To ensure this, the scenarios used are reviewed annually and adapted as necessary to incorporate possible new developments into the climate pathways, e.g., political events or new technologies.

Risk description	Type	Impact	Indicator	Geographies	Likelihood	Velocity	1.5-2°	3-4°	1.5-2°	3-4°	Mitigation actions (current and potential)
Increased frequency and intensity of extreme weather events	Physical	Extreme weather events such as heatwaves and storms are anticipated to negatively affect employee productivity, disrupt operations, and lead to increased absenteeism	We monitor productivity metrics across Leonteq offices during extreme weather events to gauge the impact and identify areas of vulnerability.	Global	high	mid-term	low	low	low	low	Strengthen Infrastructure: We are enhancing our cooling systems in office locations to reduce the impact of heatwaves on employee productivity. Additionally, flexible working arrangements have been established to allow employees to work from home during extreme weather events. Emergency Response Plan: A comprehensive emergency response strategy is being developed to minimize disruptions during extreme weather. This plan will cover communication protocols, safety procedures, and alternative work arrangements to maintain operational stability.
Regulatory changes impacting business operations and reputation	Transition	Emerging regulations related to climate change may increase compliance costs and carry potential reputational risks if non-compliance occurs	We monitor regulatory developments and our alignment with them to evaluate that the Group meets its regulatory requirements	Global	medium	long-term	high	low	high	medium	Regulatory Compliance: Leonteq is investing in robust compliance systems and maintaining active dialogue with regulators to anticipate policy changes and stay ahead of compliance. Enhanced Reporting: We are committed to continuously improving our ESG reporting standards to meet investor expectations and strengthen our corporate image. Enhanced disclosures will provide transparency around our climate-related activities and performance.
Regulatory changes creating opportunities for enhanced business operations and reputation	Transition (Opportunity)	Proactively addressing regulatory changes can generate revenue opportunities and enhance Leonteq's reputation as an industry leader in sustainability	We maintain strict compliance practices and regulatory integrity while enhancing brand recognition and reputation through the Group's ESG reporting efforts	Global	high	short- to long-term	-	-	-	-	Proactive Engagement: By maintaining proactive engagement with regulators, we aim to ensure ongoing compliance without additional costs and to anticipate regulatory changes. Reporting: We are continuously refining our ESG reporting standards to meet stakeholder expectations, which will improve our corporate reputation while maintaining cost efficiency.

Likelihood	low	medium	high
Velocity	long-	mid-	short-

term

2030 Value at stake	low	medium	high
2040 Value at stake	low	medium	high

Climate-related risks and opportunities

Leonteq's approach to managing climate-related risks and opportunities focuses on addressing specific challenges identified through our internal assessment processes. By understanding both the risks and the opportunities presented by climate change, we can create a resilient strategy that aligns with our sustainability objectives and enhances long-term business stability.

Identified climate-related risks:

1. Increased frequency and intensity of extreme weather events (Physical Risk):

- **Impact:** Extreme weather events such as heatwaves and storms are anticipated to negatively affect employee productivity, disrupt operations, and lead to increased absenteeism.
- **Indicator:** We monitor productivity metrics across Leonteq offices during extreme weather events to gauge the impact and identify areas of vulnerability.
- **Likelihood and time horizon:** This risk is considered **high** in likelihood and is expected to manifest in the **mid-term**.
- **Mitigation actions:**
 - **Strengthen infrastructure:** We are enhancing our cooling systems in office locations to reduce the impact of heatwaves on employee productivity. Additionally, flexible working arrangements have been established to allow employees to work from home during extreme weather events.

- **Emergency response plan:** A comprehensive emergency response strategy is being developed to minimize disruptions during extreme weather. This plan will cover communication protocols, safety procedures, and alternative work arrangements to maintain operational stability.

2. Regulatory changes impacting business operations and reputation (Transition Risk):

- **Impact:** Emerging regulations related to climate change may increase compliance costs and carry potential reputational risks if non-compliance occurs.
- **Indicator:** We monitor regulatory developments and our alignment with them to evaluate that the Group meets its regulatory requirements.
- **Likelihood and time horizon:** The likelihood of this risk is **medium**, with short term implications building up to significant impacts expected in the **long term**.
- **Mitigation actions:**
 - **Regulatory compliance:** Leonteq is investing in robust compliance systems and maintaining active dialogue with regulators to anticipate policy changes and stay ahead of compliance requirements.
 - **Enhanced reporting:** We are committed to continuously improving our ESG reporting standards to meet investor expectations and strengthen our corporate image. Enhanced disclosures will provide transparency around our climate-related activities and performance.

Identified climate-related opportunities:

1. Regulatory changes creating opportunities for enhanced business operations and reputation (Transition Opportunity):

- **Impact:** Proactively addressing regulatory changes can generate revenue opportunities and enhance Leonteq's reputation as an industry leader in sustainability.
- **Indicator:** We maintain strict compliance practices and regulatory integrity while investing in developing relevant new products and enhancing brand recognition and reputation through the Group's ESG reporting efforts.
- **Likelihood and time horizon:** This opportunity is considered **high** in likelihood, with potential benefits spanning from the **short to long term**.
- **Opportunity actions:**
 - **Proactive engagement:** By maintaining proactive engagement with regulators, we aim to ensure ongoing compliance without additional costs and to anticipate regulatory changes.
 - **Reporting:** We are continuously refining our ESG reporting standards to meet stakeholder expectations, which will improve our corporate reputation while maintaining cost efficiency.

Impact of climate-related risks and opportunities on Leonteq's business strategy and financial planning

Leonteq integrates the identified climate-related risks and opportunities into its business strategy and financial planning to ensure resilience.

Integration into business strategy:

- **Extreme weather events:** The increased frequency of extreme weather has influenced our business strategy by prompting us to prioritise **infrastructure resilience** and implement **flexible working arrangements**. This ensures that our operations can continue with minimal disruption, thereby safeguarding our productivity, ability to serve clients, and our employee well-being.
- **Regulatory changes:** The potential for new climate-related regulations has encouraged Leonteq to allocate resources toward **compliance system enhancements** and **advanced reporting capabilities**. This allows us to maintain compliance, mitigate risks, and demonstrate leadership in addressing climate change.

Impact on financial planning:

- **Capital allocation:** Resources are being allocated for infrastructure improvements (e.g. cooling systems), employee safety measures, and the development of an emergency response plan. Additionally, investments are being made to enhance our compliance systems, allowing us to stay ahead of emerging regulatory requirements.
- **Operational strategy:** Opportunities presented by regulatory changes have driven us to enhance our **ESG reporting** and explore **new product offerings** that align with sustainability goals.

Risk Management

Leonteq's overarching risk management and control framework covers both financial and non-financial risks, with the goal of protecting our earnings, capital, liquidity, and reputation, especially under severe stress scenarios. The Board of Directors defines and approves the Risk Tolerance Framework, which sets out the principal requirements to be met by the corporate governance, risk management, and internal control system. The goal is to represent all key risks which Leonteq is prepared to take in order to achieve its strategic business objectives in the context of its capital and liquidity planning according to its risk capacity and its defined risk tolerance.

Identifying and assessing climate related risks

Sustainability risks are identified and assessed as part of the overall risk management framework. The specific identification and assessment of climate-related risks at Leonteq are coordinated by the Sustainability Committee together with Risk Control. As part of the assessment process, physical risks (e.g. the impacts of extreme weather events), and transition risks (e.g. potential regulatory changes related to climate policies), are analysed. Scenario analysis is a key tool to understand how different climate pathways might impact the Group's operations and financial stability. This approach enables the Sustainability Committee and Risk Control to evaluate the likelihood and potential severity of climate-related risks, providing insights that inform risk mitigation efforts. In 2025, Risk Control, together with the Sustainability Committee developed KRIs related to climate change, allowing for regular monitoring and tracking of these risks over time. Risk Control informs the Board of Directors about emerging risk developments and vulnerabilities as part of its overall risk reporting.

Managing climate-related risks

Leonteq manages its climate-related risks as part of its comprehensive risk framework and has begun implementing specific measures to manage these risks (see mitigation measures in the chapter about climate-related risks and opportunities).

Climate risk integration

In 2024, Leonteq developed a framework to manage climate-related risks and, with the Sustainability Committee in the lead, including the initiation of a processes to identify, assess, and manage these risks. In 2025, Leonteq's Sustainability Committee and Risk Control department integrated climate-related risk into Leonteq's overall risk management framework as part of environmental risk within the Group's Sustainability Risk category. The Board of Directors, in collaboration with the Audit and Risk Committee, oversaw this integration.

As part of this integration process, the Board and the Audit and Risk Committee defined the risk tolerance for sustainability risk. The insights gained from scenario analysis are being applied to enhance Leonteq's risk management policies, risk measurement methodologies, and reporting processes. This approach ensures that climate-related risks are systematically identified, monitored, and managed alongside other financial and non-financial risks, reinforcing Leonteq's commitment to resilience and sustainable growth.

Metrics and Targets

To effectively manage climate-related risks and leverage opportunities, Leonteq has established a set of metrics and targets that guide its progress in reducing greenhouse gas (GHG) emissions, enhancing operational efficiency and building climate resilience. These metrics and targets align with Leonteq's commitment to sustainability and transparency, providing a structured approach to track and report on the Group's climate impact over time. Additional facts and figures can be found in Leonteq's GRI report, which includes key performance indicators on energy efficiency and resource usage.

Metrics used to assess climate-related risks and opportunities

Leonteq utilises various key metrics, including GHG emissions across the three scopes, energy consumption and efficiency improvements, to evaluate its exposure to climate-related risks and to capture potential opportunities that align with its sustainability objectives. These metrics support the identification and monitoring of both physical risks and transition risks. Tracking these metrics enables Leonteq to assess its resilience and to make informed decisions that align with its strategic goals for long-term sustainability.

Greenhouse gas emissions

	2025				2024			
	Total emissions Leonteq offices tCO ₂ e	Total emissions Leonteq data centres tCO ₂ e	Total emissions Leonteq Group tCO ₂ e	CO ₂ intensity (in kg CO ₂ e/FTE)	Total emissions Leonteq offices tCO ₂ e	Total emissions Leonteq data centres tCO ₂ e	Total emissions Leonteq Group tCO ₂ e	CO ₂ intensity (in kg CO ₂ e/FTE)
Scope 1 ¹	0.71		0.71	1.31	1.72		1.72	2.96
Scope 2 (market-based) ²	82.60	1.15	83.75	153.68	140.35	1.82	142.17	243.96
Scope 2 (location-based) ³	132.74	54.97	187.71	344.45	175.17	5.21	180.38	309.53
Scope 3(Business travel by air, Fuel- and energy-related activities and Employee commuting) ⁴	665.97		665.97	1,222.08	761.68		761.68	1,307.04
Total net carbon emissions (market-based)⁵	749.29	1.15	750.44	1,377.07	903.75	1.82	905.57	1,533.05

¹ Fugitive emissions for all Leonteq offices where the measure of volume and type of gas from air conditioning and refrigerators is calculated and applied a 2% leakage rate. We use the emission factor from the Swiss Mobitool (www.mobitool.ch) for direct use for an average car fleet (Diesel): 132 gCO₂e/pkm until September 2024.

² For district heating we rely on the conversion factors provided by our energy supplier in Zurich for market-based figures: gCO₂e/kWh (2024); and location-based in Guernsey, Singapore and Amsterdam. For electricity we rely on emission factors provided by our power suppliers: EDP in Portugal, A2A in Italy and recently added Amsterdam Vattenfall (0 gCO₂e/kWh, hydropower) and EWZ in Switzerland (0.60 gCO₂e/kWh for different renewable power products). For all other offices we used the location-based factor (see below).

³ District heating: see fn 2; for electricity we rely on emission factors from IEA Emission Factors for Energy v2025.01 for France (41.6 gCO₂e/kWh), Germany (333 gCO₂e/kWh), Hong Kong (601.2 gCO₂e/kWh), Italy (258.4 gCO₂e/kWh), Japan (450.3 gCO₂e/kWh), Netherlands (234.2 gCO₂e/kWh), Portugal (105.20 gCO₂e/kWh), Singapore (379 gCO₂e/kWh), Swiss (28.8 gCO₂e/kWh), United Arab Emirates (358.6 gCO₂e/kWh) and United Kingdom (176.9 gCO₂e/kWh).

⁴ Scope 3 data includes Business travel by air, 2024 Group Employee commuting and recently added measure fuel- and energy-related activities (not included in Scope 1 and 2). For business travel by air we use data from two travel agencies Egencia and Finass. Egencia uses conversion factors from DEFRA/BEIS of the UK Government. Finass has a cooperation with the Swiss Foundation myclimate, who uses state-of-the-art emission factors based on more of a dozen specific parameters; For Group employee commuting exercise performed, we use the Distance-based method, which involves collecting data from employees on commuting patterns (e.g., distance travelled and mode used for commuting and applying appropriate emission factors for the modes used. For fuel- and energy related activities we use emission factors from IEA Emission Factors for Energy v2025.01.

⁵ Scope 1, 2 and 3 are in line with the Greenhouse Gas Protocol (www.ghgprotocol.org).

Scope 1, 2, and 3 GHG emissions and related risks

Leonteq's climate impact is measured in accordance with the GHG Protocol across Scope 1, Scope 2, and selected Scope 3 emission categories, providing a comprehensive view of its carbon footprint:

Scope 1 emissions: Direct emissions from Leonteq's controlled operations, including any emissions from facilities directly owned or operated by the Group as well as fugitive emissions from refrigerants and other gases used in the air conditioning systems across all Leonteq offices.

Scope 2 emissions: Indirect emissions resulting from the purchase of electricity, steam, heating, and cooling used in Leonteq's operations, including data centres.

Scope 3 emissions: Indirect emissions from the selected emission categories resulting from up- and downstream business activities. Currently, this includes emissions resulting from business travel and employee commuting. Further emission categories like purchased products and investments are more difficult to account for and will be included into the GHG balance when possible/in the coming years.

Understanding these emissions is essential for evaluating Leonteq's vulnerability to regulatory and reputational risks associated with its carbon footprint. Detailed information on Scope 1, Scope 2 and Scope 3 emissions, along with a breakdown of emissions sources, can be found in the GRI Report 2025.

Targets to manage climate-related risks and opportunities

Leonteq has set ambitious, time-bound targets aimed at reducing its carbon footprint and managing climate-related risks. These targets support Leonteq's goals of achieving long-term resilience and of aligning with global climate objectives. Leonteq, in consultation with external ESG specialists, has established a roadmap to achieve these targets, and is continuing to refine its plan to ensure at least a linear reduction, if possible:

- **2030 target:** Achieve a 50% reduction in Scope 1 and Scope 2 emissions compared to the 2024 baseline, reflecting Leonteq's commitment to significant emissions reductions in the near term.
- **2035 target:** Reach net-zero emissions for Scope 1 and Scope 2, as well as for selected Scope 3 categories, namely business travel and employee commuting.

Over the long term, we have the ambition by 2040 to extend the net zero goal for additional Scope 3 categories that are relevant to Leonteq's business model.

These targets are monitored through Key Performance Indicators (KPIs) that align with Leonteq's climate and sustainability strategy, allowing for regular assessments and adjustments if needed. The compensation framework (see chapter Governance - Board-level oversight on climate-related issues, under Nomination and Remuneration Committee) incentivises Leonteq's Executive Committee to reach the set targets that were defined. Progress towards these targets and further details on KPIs are available in the GRI Report, providing transparency for stakeholders and accountability in Leonteq's climate action efforts.

Measures taken to reduce emissions

Scope 1 emissions: In 2024, Leonteq replaced its company car, which had a diesel combustion engine, with an electric vehicle.

Scope 2 emissions: In 2022, Leonteq implemented an initiative at its Zurich headquarters to support the reduction of its Scope 2 electricity consumption. Measures included lowering the ambient temperature in its office, reducing indoor lighting and screen running times and switching off illuminated external signage on buildings.

In 2025, Leonteq began implementing its plan to reduce its carbon footprint related to heating and electricity consumption. This is being achieved through the purchase of green electricity from our local energy suppliers, with the objective of significantly reducing Scope 2 market-based emissions by 2030.

In recent years, Leonteq has additionally moved several of its offices to buildings that are powered by renewable energy and/or hold or are owned by companies who hold sustainability certifications, including BREEAM, LEED, EPC and SBTi. As of end-2025, Leonteq occupies four office buildings that are powered by 100% renewable energy and two that are powered by more than 85% renewable energy. Additionally, eight out of 14 office buildings hold sustainability certificates.

Scope 3 emissions: In 2025, Leonteq implemented an internal carbon levy for all business travel. This levy is designed to offset the CO₂ emissions generated by Leonteq's business-related air travel and fees collected as part of this initiative will be invested in a carbon removal portfolio.

Leonteq has collaborated with Climeworks to define a diversified portfolio of carbon removal solutions as part of the Group's climate counterbalancing strategy. The carbon removal portfolio purchased by Leonteq consists of Direct Air Capture, Enhanced Rock Weathering, Biochar, and Reforestation and targets the removal of 3,600 tons of CO₂ by 2030. In 2025, Leonteq contributed funds to carbon removal projects operated by Lithos Carbon (ERW), Canopia (ARR), and TrueCoco (biochar). Through these efforts, we successfully retired 600 carbon removal credits. These carbon removal initiatives complement our ongoing efforts to reduce emissions within our own operations. The retirement of removal certificates serves as an additional measure, to reinforce our broader commitment to reducing our environmental impact over time.



Deloitte AG
Plingstweidstrasse 11
8005 Zurich
Switzerland

Phone: +41 (0)58 279 60 00
Fax: +41 (0)58 279 66 00
www.deloitte.ch

Report of the Independent Practitioner for a Limited Assurance Engagement on non-financial matters in accordance with ISAE 3000 (Revised)

To the Board of Directors of Leonteq AG, Zurich, Switzerland,

Scope

We have been engaged to perform assurance procedures to provide limited assurance on selected disclosures, indicators and non-financial information (the Selected Information) included in Leonteq AG's (Leonteq) and its consolidated subsidiaries' (the Group's) Sustainability Report for the year ended 31 December 2025.

Our limited assurance engagement focused on Selected Information presented in the GRI Content Index of the Report of Leonteq and marked with the check mark ✓ in the column "Assured", as well as whether the Report contains the information required by Art. 964b para. 1-2 of the Swiss Code of Obligations and Ordinance on Climate Disclosures.

We did not perform assurance procedures on other information included in the Report, than as described in the preceding paragraph, and accordingly, we do not express a conclusion on that information.

Applicable criteria

Leonteq defined as applicable criteria (the "applicable criteria"): the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards), GHG Protocol Corporate Accounting and Reporting Standard (revised edition), Article 964b of the Swiss Code of Obligations, Ordinance on Climate Disclosures including the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Inherent limitations

The accuracy and completeness of selected disclosures, and non-financial information including GHG emissions are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the non-financial matters indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the emissions factors and the values needed to combine e.g. emissions of different gases. Our assurance report should therefore be read in connection with the additional information on the "About this report" section and "Greenhouse gas emissions" section of Leonteq's Sustainability Report 2025.

Responsibility of the Board of Directors

The Board of Directors is responsible for the selection of the applicable criteria and for the preparation and presentation, in all material respects, of the Selected Information in accordance with the applicable criteria. This responsibility includes the design, implementation, and maintenance of the internal control relevant to the preparation of the non-financial information that are free from material misstatement, whether due to fraud or error. The Board of Directors would



Leonteq AG
Report of the Independent Practitioner for a Limited Assurance Engagement
on non-financial matters as at 31 December 2025

also be responsible for providing sufficient access and making available all necessary records, correspondence, information and explanations to allow the successful completion of the Services. In addition, the confirmation to us through written representations that they have provided us with all information relevant to our Services of which you are aware, and that the measurement or evaluation of the underlying subject matter against the Applicable Criteria, including that all relevant matters, are reflected in the subject matter information.

This responsibility includes the duty on transparency and accountability on non-financial matters according to Art. 964b para 1-2 CO and the related preparation of the disclosures as referenced in the GRI Content Index table.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Independence and quality control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) of the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies ISQM 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibility of the assurance practitioner

Our responsibility is to express a conclusion on the above-mentioned Selected Information based on the evidence we have obtained.

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information. Those standards require that we plan and perform this engagement to obtain limited assurance about whether the Selected Information (including GHG emissions) are free from material misstatement, whether due to fraud or error.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.



Leonteq AG
Report of the Independent Practitioner for a Limited Assurance Engagement
on non-financial matters as at 31 December 2025

Our limited assurance procedures included the following work:

- Inquiries with relevant personnel to understand the business and reporting process, including the sustainability strategy, principles and management of material topics;
- Inquiries of relevant personnel and inspection of documentation to understand the reporting system during the reporting period, including the process and internal controls for collecting, collating and reporting the Sustainability Information;
- Verification that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the applicable criteria;
- Performance of analytical review procedures on the data and trends;
- Inspection, on a sample basis, of internal and external documents;
- Assessing that the Report contains the information required by Art. 964b para 1-2 CO and Ordinance on Climate Disclosures.

We have not carried out any work on data other than outlined in the paragraph above. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusions.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information of Leonteq have not been prepared, in all material respects, in accordance with the applicable criteria.

Restricted use

This report is prepared for, and only for Leonteq and solely for the purpose of reporting on the Selected Information (including GHG emissions) disclosed in the Report and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the applicable criteria, to enable Leonteq to demonstrate that it has discharged its governance responsibilities by commissioning an independent assurance report over the Selected Information of Leonteq, without assuming or accepting any responsibility or liability to the fullest extent permitted by law to any third parties on our part.

Deloitte AG

Sandro Schönenberger
Licensed Audit Expert

Abetare Zymeri
Licensed Audit Expert

Zurich, 10 February 2026

Leonteq's Sustainability Report 2025

can be accessed at

www.leonteq.com/annual-report-2025/sustainability-report

Legal disclaimer

This sustainability report of Leonteq AG (the “Company”, together with its subsidiaries the “Group”) serves for information purposes only and does not constitute research. This sustainability report and all materials, documents and information used therein or distributed in the context of its publication do not constitute or form part of and should not be construed as, an offer (public or private) to sell or a solicitation of offers (public or private) to purchase or subscribe for shares or other securities of the Company or any of its affiliates or subsidiaries in any jurisdiction or an inducement to enter into investment activity in any jurisdiction, and may not be used for such purposes. Copies of this sustainability report may not be made available (directly or indirectly) to any person in relation to whom the making available of the sustainability report is restricted or prohibited by law or sent to countries, or distributed in or from countries, to, in or from which this is restricted or prohibited by law.

This sustainability report may contain specific forward-looking statements, e.g. statements including terms like “believe”, “assume”, “expect”, “forecast”, “project”, “may”, “could”, “might”, “will” or similar expressions. Such forward-looking statements are subject to known and unknown risks, uncertainties and other factors which may result in a substantial divergence between the actual results, financial situation, development or performance of the Company or any of its affiliates or subsidiaries and those explicitly or implicitly presumed in these statements. These factors include, but are not limited to: (1) general market, macroeconomic, governmental and regulatory trends, (2) movements in securities markets, exchange rates and interest rates and (3) other risks and uncertainties inherent in our business. Against the background of these uncertainties, you should not rely on forward-looking statements.

Neither the Company nor any of its affiliates or subsidiaries or their respective bodies, executives, employees and advisers assume any responsibility to prepare or disseminate any supplement, amendment, update or revision to any of the information, opinions or forward-looking statements contained in this sustainability report or to adapt them to any change in events, conditions or circumstances, except as required by applicable law or regulation.

The use by Leonteq AG of any MSCI ESG Research LLC or its affiliates (“MSCI”) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Leonteq AG by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided “as-is” and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

Any – including only partial – reproduction of any article or picture is solely permitted based on an authorisation from Leonteq AG. No responsibility is assumed in case of unsolicited delivery.

© Leonteq AG 2026. All rights reserved

Contact

Leonteq AG
Europaallee 39
CH-8004 Zurich
Switzerland

Investor Relations
+41 58 800 18 55
investorrelations@leonteq.com

Media Relations
+41 58 800 18 44
media@leonteq.com