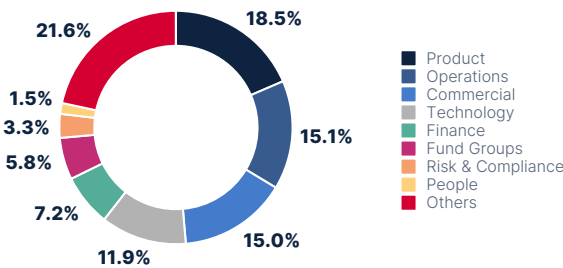


# People

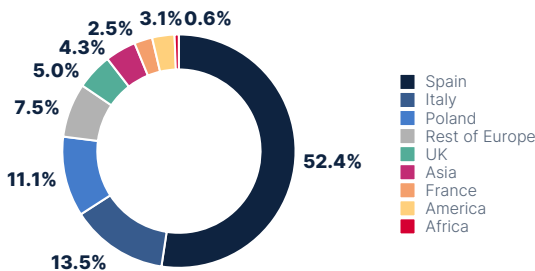
## Employee overview

Our diverse team operates globally and looks as follows:

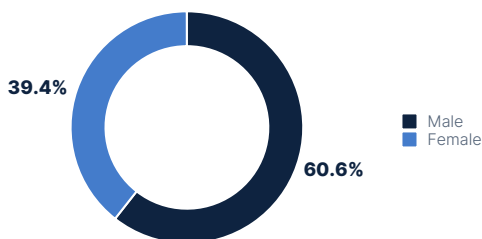
### By department<sup>13</sup>



### By country of origin



### By gender



**At Allfunds**, our people remain central to our success, and throughout 2025 we continued to strengthen a culture built on inclusion, learning, collaboration and high performance. With a global workforce representing diverse backgrounds and experiences, **we advanced our commitment to Diversity, Equity and Inclusion by promoting gender balance, equitable opportunities and inclusive leadership.** Guided by our values of Excellence, Accountability, Empowerment and Inspiration, we expanded learning, leadership and AI literacy initiatives, deepened cross functional collaboration and invested in early career programmes to build a strong talent pipeline. By prioritising wellbeing, engagement and continuous development, we are shaping a resilient and empowered workforce ready to drive innovation and support Allfunds' continued growth within the global wealth management industry.

### Advancing Diversity, Equity and Inclusion

Allfunds continued to strengthen its Diversity, Equity and Inclusion efforts throughout the year, expanding initiatives that promote gender balance, inclusive leadership and equitable development opportunities.

The workforce now represents 54 nationalities, with continued progress in female representation, Executive Committee (28.6%), Senior Management (28.7%), Middle Management (41.6%) and Professional (40.6%). In January 2026 the representation of female on the Executive Committee increased to 42.8%. Awareness of DE&I topics increased through dedicated communication and training, including the deployment of company-wide anti-harassment modules, while no discrimination complaints were reported. These actions support a more inclusive environment and contribute to the long-term development of a diverse talent pipeline across the organisation.

<sup>13</sup> Others include Legal, Strategic projects, Investment, Transformation office, Blockchain, Corporate communications and ESG, Internal audit, Strategy, Investor relations and CEO office.



# People & Culture Highlights

In 2025, Allfunds continued to strengthen its commitment to building a high-performance, purpose-driven culture that supports innovation, collaboration and sustainable growth. Our people remain central to our success, and throughout the year we continued to invest in initiatives that attract, develop and engage talent across our organisation.

## Reinforcing a purpose-driven culture

Allfunds continued to strengthen its culture grounded in its core values — Excellence, Accountability, Empowerment and Inspiration — which provide a reference for how teams work and make decisions. These principles are reflected in the company’s leadership approach, performance framework and employee-focused initiatives, supporting alignment between individual efforts and broader strategic priorities.

During 2025, we continued to foster a culture of collaboration and transparency across the organisation. Internal knowledge-sharing initiatives encouraged teams to better understand how different areas of the company contribute to our overall mission, strengthening cross-functional collaboration and reinforcing a shared sense of purpose across our international workforce.

## Investing in skills, learning and leadership

Developing the capabilities of our people remains a strategic priority as the wealth management industry continues to evolve rapidly. In 2025, Allfunds further expanded its learning ecosystem to support continuous development across technical, digital and leadership skills.

Employees benefited from a wide range of learning opportunities, combining digital learning platforms, specialised training programmes and professional certifications. Special focus was placed on strengthening technology and cloud capabilities, supporting the company’s digital transformation and enabling teams to remain at the forefront of innovation. In addition, Allfunds continued to promote the responsible and effective use of artificial

intelligence in the workplace. Through internal initiatives and learning resources, employees were encouraged to develop AI literacy, enabling them to better understand how artificial intelligence tools can support productivity, innovation and decision-making while maintaining high standards of governance, ethics and data protection.

Leadership development remained an area of attention during the year. Content for managers and senior leaders were introduced to support the development of leadership capabilities, encourage broader strategic thinking and help prepare future leaders within the organisation.

## Attracting and developing future talent

In addition to developing existing talent, Allfunds continued to invest in initiatives designed to attract and nurture the next generation of professionals. Early-career programmes, including internships and graduate opportunities, were expanded to support the development of emerging talent, particularly in technology and digital roles.

These initiatives contribute to building a sustainable talent pipeline while reinforcing Allfunds’ position as an employer of choice for young professionals seeking to develop their careers in an innovative and international environment.

## Supporting employee wellbeing and engagement

Employee well-being and engagement continued to be central to our people strategy. During the year, Allfunds promoted initiatives designed to support employees’ physical, emotional and professional well-being, recognising that a healthy and engaged workforce is essential to long-term success.

## Our values



### ALL for Excellence

We channel our experience, expertise, and passion into delivering unparalleled services, cutting-edge technology, and professional support to our clients, employees, and partners who rely on us.



### ALL for Accountability

We strive to balance the interests of our clients, employees, and shareholders, while making a meaningful impact through our transparent and responsible approach to people and society at large.



### ALL for Empowerment

We continuously enhance our tools and services, empowering our clients to make informed decisions and choices about their needs and preferences, precisely when and how they require them. Simultaneously, we empower our people to be agile in finding solutions, boosting productivity, and driving innovation.



### ALL for Inspiration

All for Inspiration embodies our commitment to fostering a learning mindset, self-belief, inspirational leadership, empathy, and creativity among our employees. It is about inspiring ourselves and others to achieve our goals and make a positive impact.