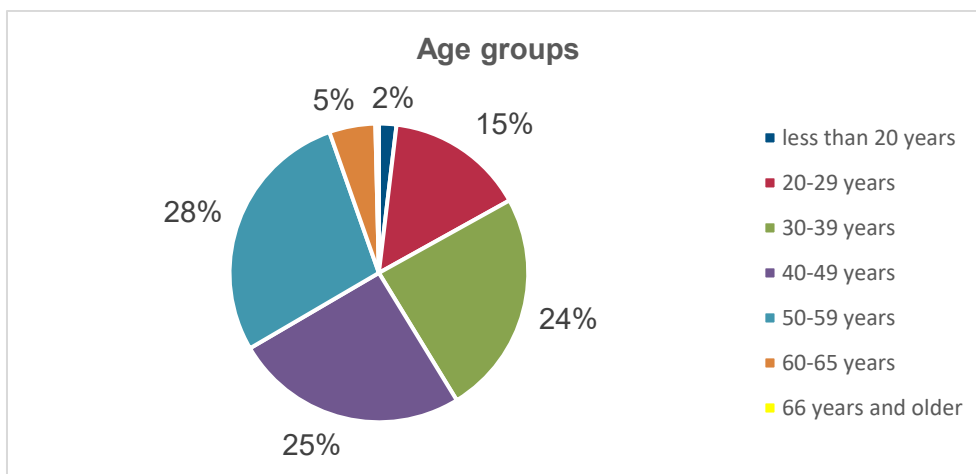


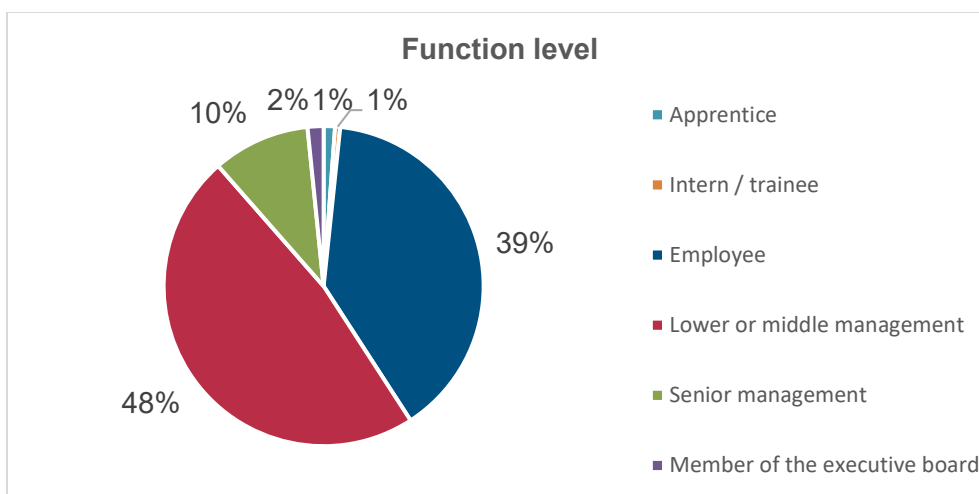
Details about the survey participants

Of those participating in the survey 39% were female and 61% were male. This gender distribution is not too dissimilar to that of the current general population of bank employees (42.14% women, 57.86% men) and also corresponds to the distribution among survey participants in 2019 (40% women).

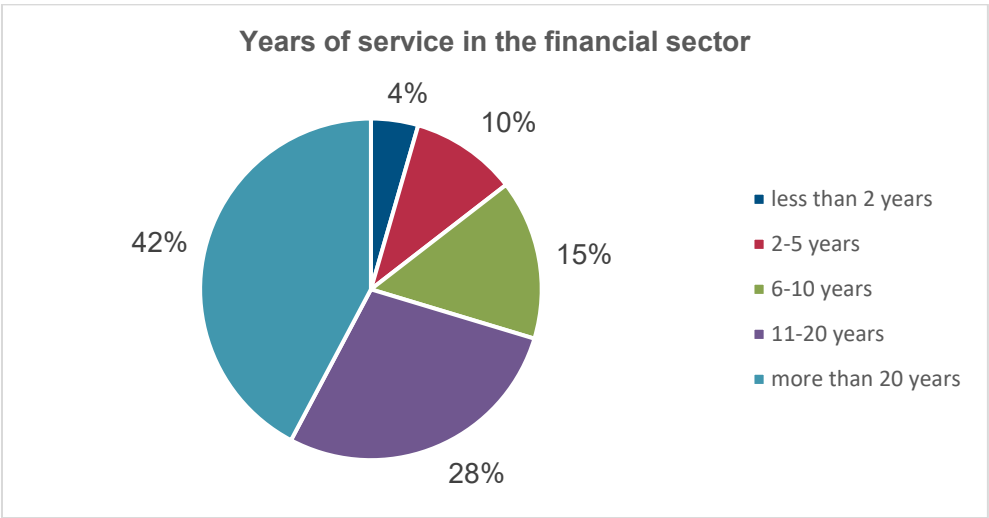
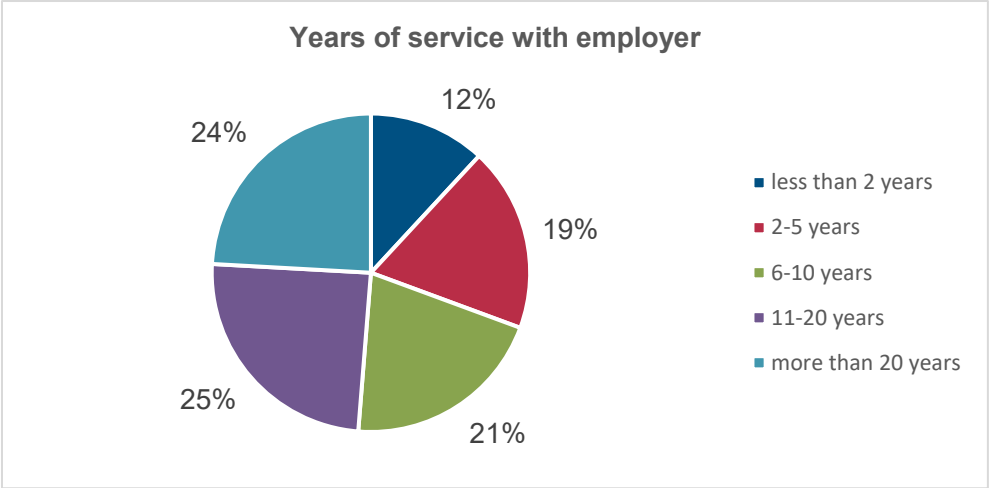
There also does not seem to be a great difference between the age group distribution within the survey versus the general population. In our survey, the age groups 20 to 29 and 30 to 39 are slightly over-represented, the age groups 40 to 49 and 60 to 65 are slightly under-represented, and the age group 50 to 59 is corresponds almost identically.



Over four-fifths of survey participants placed themselves in the category of general employee or lower and middle management. However, at least 10% of participants belong to senior management.

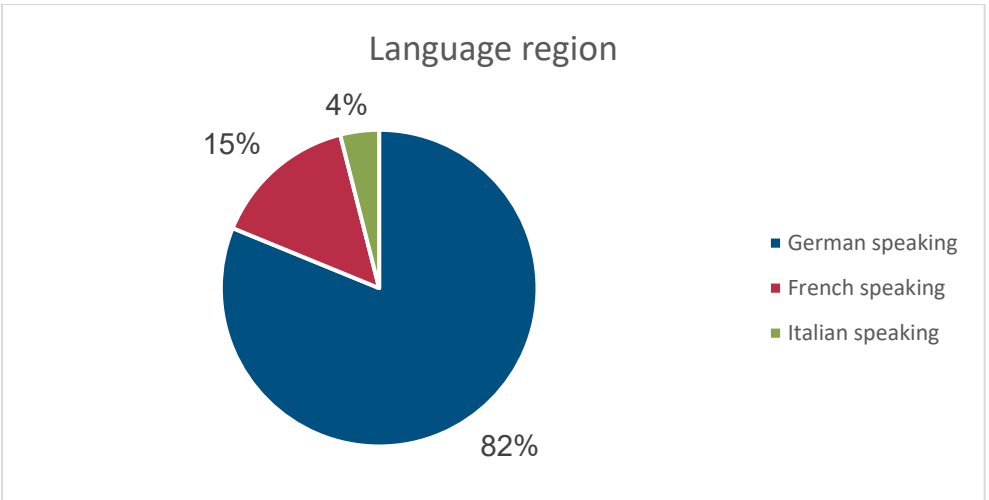


About half of participants have had the same employer for less than 10 years, and the other half for over 10 years. Around 70% of participants have been working in the finance sector for over 10 years:



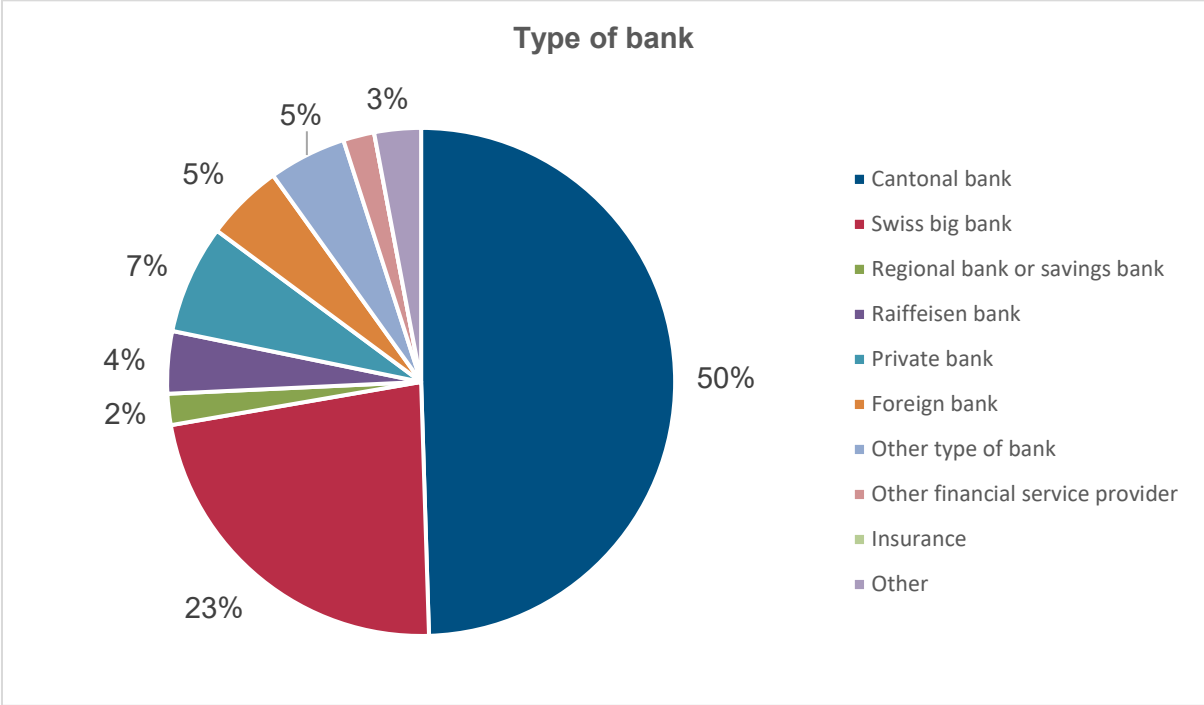
Approximately 40% of survey participants work in the canton of Zurich. By far the most important banking centre in the country is slightly under-represented compared to the general population. The canton of Geneva and other cantons of French-speaking Switzerland are also under-represented; Ticino's representation corresponds almost perfectly, while the canton of Bern is heavily over-represented in our survey owing to the very high participation by employees of Berner Kantonalbank.

82% participants work in German-speaking Switzerland, 15% in French-speaking Switzerland and 4% in Italian-speaking Switzerland.



82.1% of participants work between 80% and full time; 13.6% work between 51% and 80%, while 4.4% work 50% or less.

Around half the participants work for a cantonal bank, and almost a quarter for one of the two big banks:



While employees of cantonal banks are greatly over-represented (50.3% versus 22.5% according to the data from the Federal Statistical Office), those of Swiss big banks are slightly under-represented (22.8% versus 29.4%) and those of foreign banks (4.9% versus 18%) and Raiffeisen banks (cooperatives) (3.5% versus 13.5%) are significantly under-represented.