

The background of the page features several thick, curved lines in orange, dark blue, light blue, and grey, which sweep across the frame, creating a sense of motion and energy.

SIX

Drive!

Our contribution
to a competitive
Swiss financial center.

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WELCOME TO SIX

We are strengthening the international competitiveness of the Swiss financial center. Through top-class services and innovations. Through stability, expertise and responsibility.

WHAT WE STAND FOR

Our corporate culture is shaped by four central values. Customer

Focus: we generate added value for our customers.

Ownership: we take responsibility and drive innovation.

Trust: we promote a culture of openness and mutual trust.

Collaboration: we collaborate constructively with colleagues, clients and partners.



WHO WE WORK WITH

SIX connects financial market participants in Switzerland and throughout the world. We are owned by around 125 banks that are active in the Swiss financial center. They are the main users of our infrastructure and our most important customers.

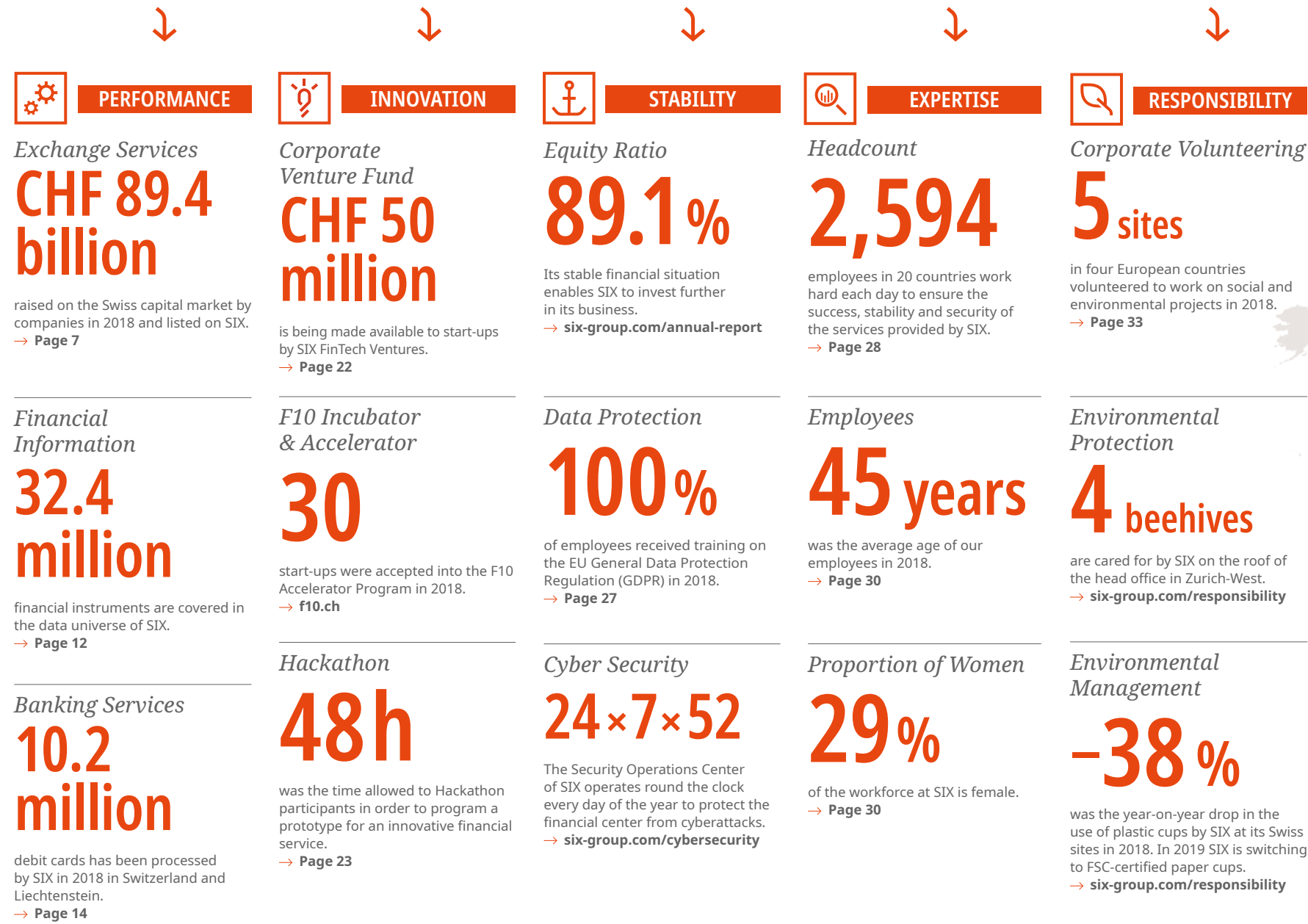
WHAT WE DO

SIX operates the infrastructure for the Swiss financial center, thus ensuring the flow of information and money between financial market players. SIX offers exchange services, financial information and banking services – and is building a digital infrastructure for the new millennium.

Drive!

Input

Output



Switzerland

The headquarters of SIX is in Zurich.



Drive — **PERFORMANCE**

Our world-class services are the driving force behind our customers' performance – in Switzerland and internationally.

EXCHANGE SERVICES

Listing, trading, post-trading: the entire capital market value chain under one reliable roof.

FINANCIAL INFORMATION

Reference data, regulatory data, indices: we are one of the world's leading providers of financial information.

BANKING SERVICES

Cards, cash, billing and payments: we have many years of expertise in the payments business.

EXCHANGE
SERVICES

*Capital
Raise*



raised on the Swiss capital market and listed on SIX by companies in 2018.



EXCHANGE SERVICES
CORPORATES
TRUST

SIX Provides Direct Access to International Capital and Liquidity

For decades, Switzerland has been one of the world's most attractive capital markets thanks to its globally recognized ability to innovate, its competitiveness and its political and economic stability. The Swiss financial center boasts an extraordinarily high concentration of global corporations, financial services firms and potent investors. The Swiss stock exchange – owned and managed by SIX – provides companies with access to experienced, highly capitalized Swiss and international investors and high liquidity. This is how SIX plays a key role in financing growth and safeguarding the long-term prosperity of the Swiss economy.

EXCHANGE SERVICES

SIX owns and manages the Swiss stock exchange – making Switzerland one of Europe’s leading capital markets.

With a free-float market capitalization of EUR 1,076 billion, the Swiss stock exchange is the fourth biggest stock exchange in Europe. Measured against the comparatively small Swiss economy, the Swiss stock exchange is thus superior in size. The around 260 companies listed here include global corporations such as Nestlé, Novartis and Roche, that rank in the top European companies by market capitalization.

To boost the visibility of small and medium-sized enterprises (SMEs) on the Swiss stock exchange, SIX offers the Stage program. Stage is designed to help SMEs to increase their visibility among the essential stakeholders in the capital market in a targeted manner. Upon request, SMEs benefit from research coverage provided by experienced banks.

In 2018, the Swiss stock exchange recorded numerous listings: twelve companies went public, the highest number reached since 2001. Additionally, 270 ETFs, 345 bonds and 39,358 derivatives were listed for the first time. SIX is able to cope with this enormous amount thanks to a high level of automation.



EXCHANGE SERVICES
CORPORATES
CUSTOMER FOCUS

“A listed company can efficiently raise additional capital to continue developing and expanding its business.”

As Head Primary Markets, **Valeria Ceccarelli** encourages new companies to go public (IPOs) and maintains relationships with those already listed.

EXCHANGE
SERVICES*Market
Share***70.8%**

of trading in Swiss
large caps (SLI stocks)
was conducted
through SIX in 2018.

**SIX offers the world's
highest liquidity for
trading in Swiss securities.**

The Swiss stock exchange is the largest trading venue for Swiss securities. A buy or sell order for Swiss equities is more likely to be executed faster here – also for large volumes – than anywhere else in the world. The Swiss stock exchange's trading platform offers proven reliability and security, even in periods of high volatility. It uses the highly efficient X-stream

INET technology, which is one of the fastest and most up-to-date trading technologies in the world. SIX is also constantly investing in ways to improve liquidity on the platform. This means that the difference between bid and ask prices is lower than at other European trading venues. For the 20 most liquid Swiss large caps, SIX offers the best price for 90 % of the trading day.



EXCHANGE SERVICES
FINANCIAL INSTITUTES
CUSTOMER FOCUS

“Our order book quality and new functionalities led to noticeable price improvements in trading with Swiss equities.”

Christian Reuss is Head Sales in the Securities & Exchanges business unit.

**Global post-trade services, fully integrated:
SIX supports its customers throughout the
entire capital market value chain.**

SIX is the only fully integrated financial market infrastructure in Europe. Nowhere else is the stock exchange combined with the entire post-trading chain and with real-time payment processing under one roof.



More than 160 banks and insurance companies, including the Swiss National Bank (SNB), take part in the Swiss repo market to supply themselves and Switzerland's economy with liquidity by depositing securities as collateral. They pledge to buy back those securities at a later date and pay interest. The SARON (Swiss Average Rate

Overnight) calculated by SIX is a reference interest rate for the Swiss repo market based on actual concluded transactions and quotes from the SIX repo trading platform. The SARON has established itself as a transaction-based alternative to the consensus-based LIBOR standard.



FINANCIAL INFORMATION
CORPORATES
TRUST

Swiss Market Index (SMI): Valid Indicator of the Swiss Economy

The Swiss Market Index (SMI) calculated by SIX is Switzerland's most important equity index and one of the most well-known benchmarks around the world: the SMI serves as an indicator of the overall Swiss stock market as well as the Swiss economy. It mirrors the stock price movements of the 20 largest and most liquid companies listed on the Swiss stock exchange. Together they cover around 80 % of the total Swiss stock market capitalization.

FINANCIAL
INFORMATIONReference
Data32.4
millionfinancial instruments
are covered in the data
universe of SIX.FINANCIAL
INFORMATIONSIX delivers high-quality
financial data.

SIX cleans, normalizes and enriches data, turning it into powerful, trusted information that is of high value for firms and financial institutions. The award-winning data feeds of SIX are comprehensive and consistent, ensuring the integrity of a firm's trading and reporting. From aggregation to delivery, SIX continuously runs a set of quality checks to ensure that data is complete, up-to-date and always ready for immediate use.

The SIX securities database is one of the world's most

powerful, linking the vast universe of data elements – including entities, terms and prices – with millions of securities. SIX derives accurate securities pricing and valuation from reference and market data from over 1,500 sources worldwide and delivers it in near real time. SIX also captures all details on splits, mergers, dividends and other corporate actions for global securities and structures this information for easy use and processing.

Moreover, SIX is a registered and certified national numbering agency, issuing the security identification numbers in Switzerland, Liechtenstein and Belgium.

FINANCIAL INFORMATION
FINANCIAL INSTITUTES
CUSTOMER FOCUS

“Financial data in its raw form can be overwhelming. We offer data packages tailored for specific business use cases, enabling our clients to order and pay for the data they actually need and consume.”

Laurent Lefèvre is the contact for SIX Flex, an innovative form of data delivery that allows clients to selectively access and consume data sets from our multi-million financial instrument database in full end-to-end compliance with data source owners.



FINANCIAL INFORMATION
FINANCIAL INSTITUTES
CUSTOMER FOCUS

“For too long, data has been seen as a commodity without due consideration for its quality and value. We believe that data should be leveraged to its full capability to achieve business goals.”

Phil Lynch is responsible for markets, products and partners in the financial information business.

With its regulatory services SIX eases the regulatory and compliance burden on its clients.

Data is key for a firm’s compliance with complex regulatory requirements: SIX offers banks a clear added value in the areas of investor protection, tax and risk management by providing ready-packaged regulatory services supported by its world-class reference data.

Through its regulatory hub, for example, SIX has built an innovative industry hub for regulatory document management. The service is a one-stop solution that does the heavy lifting of investor protection compliance required by the European financial market regulations UCITS, MiFID II and PRIIPs. SIX is also currently implementing the requirements of the Swiss Financial Services Act (FinSA). The regulatory hub provides relevant regulatory documents: they are automatically created, updated or linked to the original source.

Information for investors is thus accurate and up-to-date at all times, which improves investment recommendations. Data and regulatory documents are available centrally and uniformly for all hub participants, which also facilitates mutual exchange. Automated centralized processing by SIX of regulatory data and documents reduces the costs for all regulatory hub participants.

Another compliance solution in demand is the Sanctioned Securities Monitoring Service that allows financial institutions to receive, in an efficient and transparent manner, information about which securities and regimes are currently affected by global sanctions. This enables them to avoid fines and protect their reputation.

Further regulatory services offered by SIX at
→ six-group.com/financial-information

BANKING SERVICES

SIX is the competence center for the Swiss payments business.

SIX is competent in all areas of the payments business: cards, cash, billing and payments. It harnesses the available synergies in order to develop and expand the Swiss payments system further, in an integrated manner that responds to the needs of the banks.

Cards

SIX processes card-based and mobile payments for the Swiss banks. In Switzerland and Liechtenstein, SIX is the preferred partner for processing debit cards issued by the international card organizations Mastercard and Visa. It thus covers large portions of the value chain in the area of processing. Where synergies and economies of scale occur, SIX undertakes operational processes on behalf of the card issuers, such as combating card fraud or blocking cards outside normal office hours.

Cash

For many years, SIX has been a key partner of the Swiss banks in processing ATM transactions. It has introduced the latest generation of software and is developing it further. SIX also operates ATMs: SIX monitors the machines and coordinates maintenance and cash processes. Thanks to the associated standardization, volume bundling and process optimization, banks can focus on the core business. Outsourcing enables them to save considerable costs as the service becomes more professional.



**BANKING SERVICES
FINANCIAL INSTITUTES
TRUST**

SIX Operates Switzerland's Key Payment System

SIX develops and operates the Swiss Interbank Clearing system (SIC) on behalf of, and under the supervision of, the Swiss National Bank. SIX uses the interbank clearing system to process payments between financial institutions – on a gross basis and in real time. Nearly all Swiss and numerous foreign financial institutions, as well as the Swiss National Bank (SNB), are connected to the SIC system.

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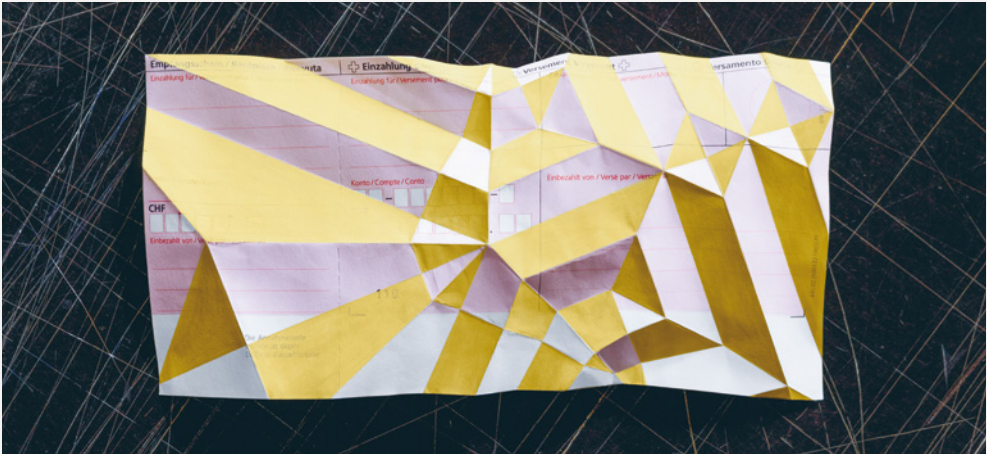
Billing and Payments

SIX operates the Switzerland-wide solution for paying bills electronically via e-banking: eBill. All Swiss banks have access to this solution, and more than 90 retail banks offer it to their customers. Billers and recipients can use it to make payments with receipts completely digitally; the tedious and error-prone typing in of reference numbers, invoice amounts and account information is no longer necessary. This makes paying bills much more efficient and secure for everyone.

SIX enables banks to make the leap into the digital future with payment transactions.

Billers in Switzerland still send 80 % of their bills in paper format. With the introduction of eBill, SIX is paving the way for a trend reversal and driving the digitalization of payment transactions. Meanwhile, QR billing is bridging the gap

between the paper-based and digital worlds: bill recipients simply scan the QR code included on the bill; it contains all the necessary payment information. Swiss companies and banks are helping to carry out the associated conversion work, coordinated by SIX. The Swiss financial center plans to launch QR billing in mid-2020.



BANKING SERVICES
CORPORATES
CUSTOMER FOCUS

eBill: Efficiency for Billers in Switzerland

From telephone and electricity bills to credit card bills: with eBill, Swiss consumers receive their bills digitally in their e-banking system – so the bills go straight to where they are paid. But bill recipients are not the only ones to benefit. Sending a paper bill costs the biller five Swiss francs on average: printing, packaging, posting, issuing reminders and so on. With eBill, billers save more than just money. They also optimize their cash flow. Feedback from numerous companies shows that consumers pay their invoices more reliably with eBill. Companies are therefore embracing eBill. In 2018 alone, SIX gained four new major eBill clients. These include Zurich Insurance Group and Serafe, the national collection agency for the radio and television fee in Switzerland.

SIX: A SWISS COMPANY WITH AN INTERNATIONAL APPEAL

With its globally networked infrastructure, worldwide presence and international partners, SIX ensures the connectivity and attractiveness of the Swiss financial center.

SIX Is Present in 20 Countries Worldwide

Switzerland

Zurich
Olten
Biel
Geneva

Denmark

Copenhagen

Morocco

Casablanca

Austria

Vienna

Sweden

Stockholm

France

Paris

Monaco

Poland

Warsaw

UK

London
Edinburgh

Belgium

Brussels

Ireland

Dublin

Netherlands

Amsterdam

Singapore

USA

New York
Stamford CT
Boston
San Francisco

Germany

Frankfurt

Italy

Milan

Norway

Oslo

Japan

Tokyo

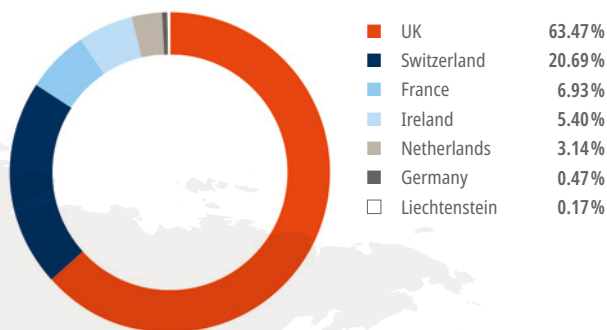
Luxembourg

Spain

Madrid

EXCHANGE SERVICES

Share of Turnover for Swiss Blue Chip Trading



Securities Custody

51
markets

are
covered by SIX.

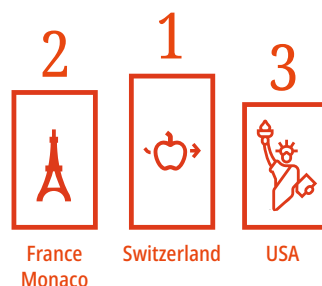
Data Aggregation

1,500
sources

worldwide are used
by SIX to gather
the raw data for its
financial information.

FINANCIAL INFORMATION

Top Markets Based on Revenues



BANKING SERVICES

Partner in the European payments business.

Worldline

This French company, which is listed on Euronext, is the leading – and biggest – provider in the European payments segment. SIX owns 27 % of the shares, which makes it the second-biggest shareholder.

Paris, France

TWINT

With around 1.2 million registered users, TWINT is the most widely used payment app in Switzerland. TWINT AG belongs to SIX, Worldline and Switzerland's biggest banks: Banque Cantonale Vaudoise, Credit Suisse, PostFinance, Raiffeisen, UBS and Zürcher Kantonalbank.

Zürich, Switzerland

Swiss Euro Clearing Bank

The Swiss Euro Clearing Bank (SECB) is a correspondent bank for financial institutions, mainly from Switzerland and Liechtenstein. It ensures their liquidity for payment transactions in euros. In 2019, SIX increased its stake in SECB from 25 % to 100 %, thus taking over the SECB completely.

Frankfurt, Germany

Drive — INNOVATION

As a central player in the Swiss financial center, SIX is optimally positioned to take an active role in shaping its future. Our innovative solutions drive the transformation of the industry.

INNOVATION AT SIX

We identify relevant new approaches and use them to develop services that adequately meet the challenges of our clients.

FLAGSHIP PROJECTS

In collaboration with our partners we are constantly developing innovative solutions that offer added value to the financial center.

ENCOURAGING FINTECH AND START-UPS

We support ideas and young companies with the potential to open up new perspectives for the Swiss financial center.

DIGITAL
INFRASTRUCTURE

*SIX Digital
Exchange*

No. 1

SIX is building the world's first digital stock exchange – secure, regulated and fully integrated.



DIGITAL INFRASTRUCTURE
EXCHANGE SERVICES
OWNERSHIP

Securities Transactions for the New Millennium

SIX is building the world's first digital stock exchange. SIX Digital Exchange (SDX) is based on Distributed Ledger Technology: a fully integrated platform which enables the trading, settlement and custody of digital assets in real time – and is securely regulated. The real, instant transfer of assets in tokenized form releases millions of Swiss francs that are currently tied up as collateral. Tokenized assets may be digitalized securities, digital currencies or one day even non-bankable assets such as paintings. Banks will soon be able to launch new investment products and enable all their customers to achieve broadly diversified portfolios: a token can be divided into any number of parts.



INNOVATION AT SIX

SIX develops future-ready financial technology.

SIX is intensively engaged with innovation and digitalization. We have set up our own central business unit in this area, to bring together all the company's innovation activities. Many of our employees are involved: anyone can use an online tool at any time to indicate where there is a need for new solutions or where there are opportunities. When these ideas have potential,

SIX uses an internal innovation process to develop solutions as far as the early stage of market maturity and then makes them available to pilot customers to give direct feedback.

SIX also develops future scenarios to help reach sound decisions regarding potential areas for innovation and the targeted development of new products and services.

The results of our studies are available to download as white paper:

→ six-group.com/innovation



INNOVATION
DIGITAL INFRASTRUCTURE
OWNERSHIP
COLLABORATION

“Our picture of the future indicates where the financial industry needs to develop. We can then innovate in a targeted way and help shape the future of the financial center.”

Andreas Sprock, Head Innovation Management, introduced the design and analysis of future scenarios at SIX. They are used as a basis for decision-making and to contribute to the public debate.



DIGITAL INFRASTRUCTURE
FINANCIAL INSTITUTES
COLLABORATION

Cyber Security for the Swiss Financial Center

In order to provide optimal protection against cyberattacks for the IT network operated on behalf of the Swiss financial center, in 2018 SIX opened the first Security Operations Center (SOC) in Switzerland that focuses exclusively on the security needs and regulatory requirements of the financial industry. Every day, the SOC monitors up to two billion access attempts, and as many as 30,000 per second at peak times. Often, it is only by considering the wider context that the security analysts at SIX can determine whether one of these access attempts poses a security risk: SIX gathers and evaluates data from various sources and augments the information with its own research and observations. SIX also supplements the data with findings from its exchange of information with other financial market participants. Medium-sized and small financial service providers, in particular, benefit from this threat intelligence. They obtain a cyber security solution that can otherwise only be developed and afforded by the big banks. → six-group.com/cybersecurity



FLAGSHIP PROJECTS

SIX develops and expands digital infrastructures.

SIX is working on various “flagship projects” with partners from the financial and IT industries. We expect these projects to bring exceptional added value for our customers and the Swiss financial center as a whole.

One of the projects is Swiss Cloud, a Swiss cloud infrastructure for the secure processing of

sensitive data. We are thus responding to the banks’ growing need for secure, local and flexible cloud services. It is not just banks, but also insurers, health insurance funds and other companies that stand to benefit. Furthermore, SIX is collaborating with leading private banks on a platform to enable standardized Know-Your-Customer processes and transaction monitoring. In the area of cyber security, we will also soon be offering banks and insurance companies a platform for exchanging security-related information.

**CORPORATE
VENTURE FUND**

*SIX FinTech
Ventures*



is being made available
to start-ups by SIX.

PROMOTING FINTECH AND START-UPS

SIX supports fledgling enterprises.

SIX set up a CHF 50 million corporate venture fund in 2018 to promote innovation in the Swiss financial center: SIX FinTech Ventures invests in start-ups with the potential to become successfully established companies and generate lasting benefits for the Swiss financial market.

In 2018, SIX FinTech Ventures invested in four start-ups:

- “Shift Cryptosecurity” develops hardware and software to protect digital assets.
- “vestr” supports the creation and life cycle management of actively managed certificates.

- “Value3” offers solutions for risk management and automated advisory services (robo-advisory).
- “PassOn” enables the transfer of digital assets as part of data inheritance and estate planning.

Since 2015, the F10 Incubator & Accelerator founded by SIX has been nurturing the development of start-ups that have the potential to open up new perspectives for the entire Swiss financial center. SIX is one of nine corporate members and the main sponsor.



INNOVATION
COLLABORATION

SIX Uses Hackathons to Scout for Tomorrow's Ideas and Talent

SIX makes use of Hackathons to discover trends, talent and promising business ideas. Creative minds from the worlds of business, IT or design are given a variety of tasks and challenged to develop a functional prototype and a suitable business model for it within 48 hours. In 2018, 293 enthusiastic participants attended: SIX and F10 organized three Hackathons, one in Zurich, one in Vienna and one in Singapore.

Drive — STABILITY

Without our high-performance infrastructure the Swiss economy would come to a standstill. SIX makes a key contribution to the stability and security of the financial center.

SUPERVISION AND REGULATION

Our systemically important infrastructure is subject to government supervision and monitoring.

COMPLIANCE AND DATA PROTECTION

We aim to set a good example in the financial market. Protecting personal data is our top priority.

SECURITY AND STABILITY OF THE SYSTEMS

We ensure that our systems function stably and smoothly.

BANKING SERVICES

*Interbank
Payments*

610.5
million

transactions were
processed by the SIC
interbank clearing
system in 2018.



EXCHANGE SERVICES
BANKING SERVICES
AUTHORITIES
TRUST

Efficient, Stable and Secure: Transactions via SIX

The smooth handling of payments and securities transactions is fundamental to the Swiss economy. Disruptions may lead to severe credit and liquidity problems and jeopardize the stability of the financial system. SIX operates the Swiss Interbank Clearing system (SIC) on behalf of, and under the supervision of, the Swiss National Bank (SNB); the SNB oversees the payment system and ensures that the connected banks have sufficient liquidity. Under the roof of SIX, SIC is connected to the trading system of the Swiss stock exchange and the system for processing and settling securities. This infrastructure, which is known as the Swiss Value Chain, is unique in Europe. Integrated payment processing improves the banks' liquidity, thus speeding up payment and making securities transactions particularly efficient, stable and secure.



SUPERVISION AND REGULATION

The smooth handling of payments and securities is fundamental to the Swiss economy.

All entities of SIX, engaged in securities trading and securities settlement are subject to the direct supervision of FINMA and to the Swiss Financial Market Infrastructure Act (FMIA).

Because of its international business activities SIX also follows international standards such as CPMI-IOSCO Principles for Financial Market

Infrastructures and the European regulations (especially MiFID II and EMIR).

The Swiss National Bank monitors the systemically important infrastructure of SIX or rather the legal entities that operate it. This includes SIX Interbank Clearing operating the interbank payment system SIC, SIX SIS operating the securities settlement system SECOM, and SIX x-clear, which acts as the central counterparty for trades on the stock exchange, thereby reducing the counterparty risk.

Self-regulation of the Swiss Stock Exchange

The Swiss stock exchange has a legal mandate to maintain an independent regulatory and monitoring organization. The regulations for issuers, participants and traders are set by the Regulatory Board, and judgments are passed by the three judicial bodies: Sanctions Commission, Appeals Board and Board of Arbitration. SIX Exchange Regulation is responsible for enforcing and implementing the regulations.

SIX Exchange Regulation is independent from the management of SIX and reports directly to the Chairman of the Board of Directors of SIX Group. Since May 2018, SIX Exchange Regulation has been a limited company in its own right: SIX



**AUTHORITIES
CORPORATES
FINANCIAL INSTITUTES
TRUST**

Exchange Regulation AG. This safeguards and strengthens its autonomy in relation to the operating activities of the stock exchange and the Group.

It is of fundamental importance to the Swiss financial center to have a smoothly functioning system of regulation that encourages investors to trust the exchange, thus boosting liquidity significantly and contributing to the competitiveness of the exchange. The self-regulation of the exchange has proven its worth: it is close to the market, flexible, fast, based on years of experience, and reaches very high standards of quality and professionalism. → [six-exchange-regulation.com](https://www.six-exchange-regulation.com)

COMPLIANCE AND DATA PROTECTION

SIX aims to set a good example in the financial market.

As an infrastructure service provider in the securities, payments and financial information business, SIX has a high level of corporate responsibility. SIX and all its employees naturally comply with local, national and international laws and regulations.

In the course of its business activities, SIX also collects and processes a large volume of data. Protecting the data is its top priority. SIX believes that its trusting business relationships are founded on safeguarding the personal rights and privacy of employees, customers, interested parties and business partners, and complying with national and international legal requirements.

DATA PROTECTION

*Staff
Trainings*



of the employees of SIX
received training on
the EU General Data
Protection Regulation
(EU GDPR) in 2018.

SECURITY AND AVAILABILITY OF THE SYSTEMS

**SIX ensures that its systems
function stably and smoothly.**

The systems of SIX process large volumes of information each day – quickly and reliably; they are able to withstand situations of extreme stress. In order to ensure continuous operations, the data centers are also equipped with independent and redundant power supplies as standard. In the event of a long-lasting power cut,

operations are switched to the backup data center. Thanks to its dedicated Business Continuity Management, SIX can react effectively and rapidly to emergencies or crises. SIX thus ensures that even in a crisis, its services remain available or can rapidly be restored. SIX has developed business continuity plans for all the relevant business processes and tests them regularly.

Drive — EXPERTISE

Nearly 2,600 employees in 20 countries throughout the world work hard each day to ensure the quality and development of our services.

DIVERSITY OF THE WORKFORCE

From acknowledged experts to goal-oriented youngsters: our workforce includes people with a wide variety of professional backgrounds, training and experience.

CORPORATE CULTURE AND VALUES

We promote a culture of openness and mutual trust, as well as the courage to take responsibility and drive innovations forward.

SIX AS AN EMPLOYER

Susanne Berger, Chief Human Resources Officer, on what makes SIX an attractive employer.

EMPLOYEES
WORLDWIDE

Nationalities

50

People from
50 different nations
are working at SIX
in 20 countries
worldwide.



EMPLOYEES
CUSTOMER FOCUS
COLLABORATION
OWNERSHIP
TRUST

SIX benefits from the diverse expertise of its employees and strives to encourage even more diversity within the company.

From financial market experts to IT whiz kids, from product managers to compliance specialists: SIX employs people with a huge variety of experience and know-how. We are represented in 20 countries throughout the world, although 79 % of our employees work in Switzerland. Almost a third of our workforce is female; the average age is 45. SIX would like to encourage even more diversity at the company in future. We have therefore launched an annual graduate program, for example. University graduates spend 18 months gaining an insight into different types of work at SIX, expanding their knowledge by means of an individually tailored course program.



DIVERSITY OF THE WORKFORCE

Gender Distribution at SIX

■ feminine	758
■ masculine	1,836
Total employees	2,594



DIVERSITY

*Proportion
of Women*

29%

of the workforce at SIX
is female.

DIVERSITY

*Average
Age*

45

years is the average
age of our employees.

Age Distribution at SIX

■ under 30	8.49 %
■ 30–50 years	57.75 %
■ over 50 years	33.73 %



CORPORATE CULTURE AND VALUES

**A shared set of values binds
us together at SIX.**

Our corporate culture is based on four values: Customer Focus, Collaboration, Owner-

ship and Trust. We expect and foster a client-oriented way of thinking and working in all areas. We encourage our employees to show initiative and take responsibility. And we strive to create a culture of openness and mutual trust.



Susanne Berger has been Chief Human Resources Officer since 1 November 2018 and is a member of the Extended Executive Board.



EMPLOYEES
CUSTOMER FOCUS
COLLABORATION
OWNERSHIP
TRUST

“A person needs to see meaning in what they do before they can produce optimal performance.”

Susanne, what do you think we demand from our jobs in the 21st century?

I am convinced that we look for autonomy, flexibility and meaning in our work. It's motivating to take responsibility for what you're doing, set yourself goals and see your own ideas turn into reality. Also, people want to arrange their work and organize their days flexibly.

How does SIX respond to these demands?

In 2018 we redefined our shared set of values and we encourage our employees to explore them actively in workshops. Customer Focus, Collaboration, Ownership, Trust: can I identify with them? Do these values agree with my own? How can I live and exemplify the values in my day-to-day work? Each of our employees needs to answer these questions for themselves.

In your view, what makes SIX an attractive employer?

SIX is uniquely well positioned as a company: we offer job security and good working conditions – all in the exciting and dynamic environment of IT and fintech. Our focus on innovation promotes personal initiative, creativity and new ideas. Over the next few years we want to make flexible working even easier, and promote diversity in the company to an even greater extent.

Drive — **RESPONSIBILITY**

As a company that operates internationally, SIX believes it has a responsibility towards society and the communities in which it is located. By imparting specialist knowledge and through voluntary work SIX makes a significant contribution in this respect.

CORPORATE VOLUNTEERING

On the Social Days, we do voluntary work to support environmental and social projects.

SWISS FINANCE MUSEUM

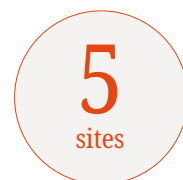
A multimedia exhibition at our head office illustrates the development of the stock exchange and the financial system.

SUSTAINABILITY AT SIX

Our business and our company are geared towards sustainability and longevity.

CORPORATE VOLUNTEERING

Social Days



in four European countries volunteered to work on social and environmental projects in 2018.



EMPLOYEES
COLLABORATION

Corporate Volunteering Is a Tradition at SIX

The Social Days at SIX traditionally kick off after the summer holidays. What began in Switzerland in 2011 has meanwhile turned into a Europe-wide commitment: between September and November 2018 over a hundred colleagues in four different countries spent a day doing voluntary work. They helped at a shelter for the homeless (London) or at a clothes donation point for the needy (Luxembourg). They gave children from low-income families the opportunity to visit an amusement park (Paris). They assisted Swiss citizens from immigrant backgrounds to apply for jobs (Zurich) or got stuck in at various Swiss nature conservation areas.



FINANCIAL
KNOWLEDGE

*Swiss
Finance
Museum*

8,583
visitors

informed themselves
about the Swiss
financial system
and the Swiss stock
exchange in 2018.

**SWISS FINANCE
MUSEUM**

Switzerland is known for its banks. The head office of SIX in Zurich is home to the first and only financial museum of the country.

In a multimedia exhibition, the museum explains the origins of the economic system and the role of the stock market to visitors. Since 2017, it is located at our Zurich headquarters and open to the public from Monday to Friday. Public guided tours are held every

Tuesday. Moreover, the museum offers lectures and events covering various current economic topics.

In June 2018, the museum opened a special exhibition on the 30th anniversary of the leading Swiss index SMI taking it as an opportunity to have a closer look at equity indices as such. The exhibition lasts until July 2019. In 2019, the museum also offers special guided tours on Alfred Escher, the founding father of the Swiss financial center.

→ finanzmuseum.ch

SUSTAINABILITY AT SIX
SIX has formulated three strategic sustainability principles that encompass its responsibility as a business and to society.

With its measures SIX focuses on

- the stability and security of the Swiss financial center
- its responsibility as an employer
- the good of society and the protection of the environment

In its Corporate Responsibility Report SIX reports annually on the objectives and progress of its commitment.

Further information at
→ six-group.com/responsibility

GLOBAL REPORTING
INITIATIVE

Membership

since
2013

From 2019 onwards, SIX reports annually on its Corporate Responsibility engagement according to GRI standards.

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