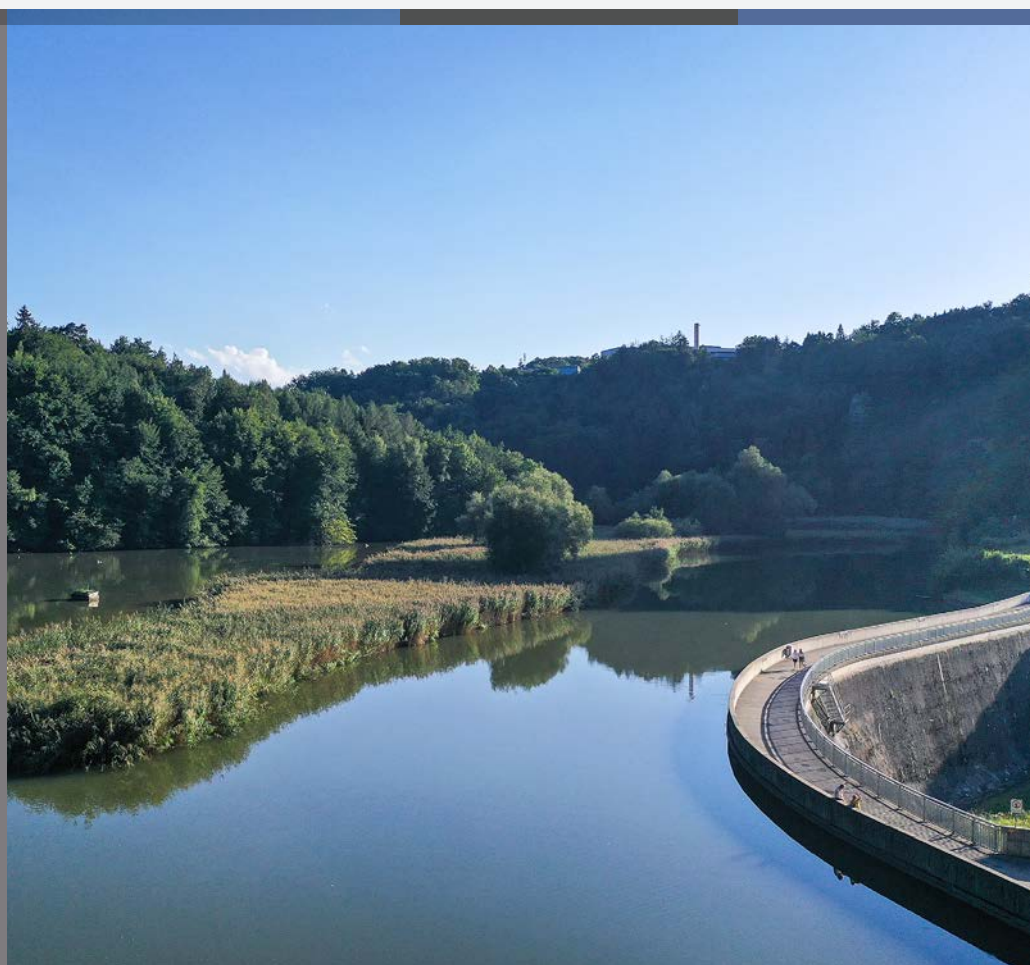


Sustainability Report 2022



Banque Cantonale
de Fribourg



BCF Reports

Annual Report

The Annual Report (AR) includes the balance sheet, income statement, cash flow statement, statement of shareholders' equity and notes to the financial statements and presents the economic situation of the bank in a reliable manner. It also provides information on the company's structure, activities, governance, management remuneration and risk management.

Sustainability Report

The Banque Cantonale de Fribourg (BCF) is publishing the second edition of its Sustainability Report (SR) in 2023. It contains information on BCF's objectives and activities in terms of sustainable development as well as on its ecological footprint. Together with the Management Report, it provides an overall picture of the financial, social and ecological dimensions of the Bank's activities.

The format of the report has changed for this new edition and, in parallel, BCF has also put online a microsite that highlights the important points of this SR and reinforces the transparency of the bank's activities.

In this report and on the microsite, BCF addresses all of the key sustainability themes. The standards of the Global Reporting Initiative (GRI) - the independent international standard-setting body for sustainability performance - and the "Financial Services Sector Supplement" serve as guidelines for this report. The GRI defines the requirements and guidelines for the annual reporting of an organisation's sustainability activities to ensure transparency and social and environmental accountability.

This second edition also introduces two significant advancements of the BCF in the ESG area. Thanks to a partnership with MSCI, BCF is able to provide clients with a report on the sustainability of an investment portfolio. In addition, MSCI also assigns a sustainability rating to all the funds in the BCF / FKB range.

As a member of the Swiss Bankers Association (SBA), BCF has also committed to implementing the Guidelines for Financial Services Providers on the integration of ESG preferences and risks in investment advice and asset management by 2022, after the end of the current transitional period. It will also implement the Guidelines for Mortgage Providers on improving the energy efficiency of buildings.



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Daniel Wenger - Alex Geissbühler

**BCF will apply the Mortgage Provider
Guidelines for Energy Efficiency
Improvements in Buildings**

Chairmen's Message

Sustainable development: an integral part of business policy

Dear reader,

We are pleased to share with you this second Sustainability Report (SR) of the Banque Cantonale de Fribourg. The publication of the first edition last year was very well received, and we are delighted to be able to highlight our progress in this SR 2022. By publishing it, we improve the transparency of our activities while underlining the attention we give to sustainable development.

BCF has always been committed to the long term, and its sustainable DNA is reflected in its Sustainable Development Charter. Our bank is perfectly equipped to contribute to the Sustainable Development Goals of the 2030 Agenda (SDGs), adopted in the fall of 2015 by the United Nations. This annual SR report is an important tool to motivate our teams to progress towards more sustainability.

In 2022, BCF continued to play its role in supporting and driving the economy in the canton of Fribourg and surrounding regions. The bank has developed well, always keeping in mind the importance of fair business practices, customer-friendly distribution channels and a responsible sales policy.

During the year 2022, several important steps were taken towards greater sustainability. Our bank is now able to provide a sustainability report on an investment portfolio at the request of a client. A sustainability rating has also been assigned to all the funds in the BCF / FKB range.

BCF has also committed to implementing the Swiss Bankers Association's Guidelines for Financial Service Providers on the integration of ESG preferences and risks in investment advice and asset management by 2022. It will also apply the Guidelines for Mortgage Providers on improving the energy efficiency of buildings.

Other measures contributed to our goals: we decided to offer clients only Fairtrade or traceable gold. We have adopted a mobility plan for our employees. We have undertaken numerous works in our headquarters in Fribourg and in our branches to improve the energy efficiency of our buildings.

BCF's commitment to the long term and to contributing to the United Nations' sustainability goals has an impact on the activities and mindset of our employees. ESG commitment is one of our four core values, along with trust, competence and efficiency.

Our bank is a reliable partner for its clients, partners and employees. We will, of course, continue in this direction, placing human relations at the heart of our actions.

Our commitment to this sustainable path ensures our success in the present and in the future.

We thank you for the trust you place in our company.



Alex Geissbühler
Chairman of the
Board of Directors



Daniel Wenger
Chairman of the
Executive Board

Sustainable approach

BCF's long-term vision

BCF has been committed to sustainable development for many years. This orientation is an integral part of the bank's strategy. The principles of corporate governance guarantee sustainable business management.

Effects of commercial activity

BCF makes an important contribution to the autonomous development of the canton of Fribourg and strengthens the economy of its business area. In the canton of Fribourg, one in two SMEs and one-third of the population have a banking relationship with BCF. As a universal bank, BCF carries out all the usual banking operations and supports the canton and the municipalities in the fulfillment of their missions.

BCF assumes its economic, social and ecological responsibilities and strives to continuously improve its performance in terms of sustainable development. The bank emphasizes a sustainable approach in the region, is committed to cultural and social projects, and supports ecological actions, both within its own company and with its clients. BCF is an important provider of jobs and apprenticeships and, wherever possible, uses suppliers located within its own business area. It is strongly anchored in its area of activity.

In its risk management, BCF assesses environmental and social risks and their effects on the bank and its business operations.

BCF's strategy is geared to long-term success: the bank aims to create sustainable added value instead of short-term profit maximization. As part of its strategy, BCF is striving to ensure that its clients can also rely on it in the future as a leading financial services provider. To this end, the company has defined several objectives. Our business policy is conducted responsibly and aims to maintain an independent and successful bank for the canton, active in all regions.

The strategy defined by the Executive Board in partnership with the Board of Directors forms the basis for BCF's business policy and positioning in the economic, ecological and social fields.

**In the canton of Fribourg,
one in two SMEs and one-third
of the population have a banking
relationship with BCF**



Sustainability Charter

The Executive Board assumes operational responsibility for economic, social and ecological measures. In the Sustainability Charter, it defines its specific objectives. It evaluates their achievement, initiates subsequent measures and ensures that the Bank's sustainability performance is presented in a transparent manner.

The Sustainability Charter 2022-2026, which is the result of several years of development, includes principles and objectives relating to products and services, to the bank's responsibility towards its employees and society, and to the environment. It also indicates how BCF contributes to the Sustainable Development Goals (SDGs).

Objective: sustainable added value



www.bcf.ch/notre-engagement

Sustainable Development Goals

The Sustainable Development Goals form the cornerstone of the 2030 Agenda, adopted in the fall of 2015 by the United Nations. They define the social, economic and ecological milestones to be achieved by 2030. Companies can make a decisive contribution to the 2030 Agenda. Aware of its responsibilities, BCF has created the necessary foundations to further align its sustainability management and core business with the SDGs.

Prioritizing the SDGs

BCF is committed to all 17 of the SDGs, considering them all to be of critical importance in promoting sustainable development worldwide.

In order to target BCF's actions in this area, the ESG working group determined the SDGs on which BCF's business model could have a real influence.

BCF focuses on 8 SDGs: Good Health and Well-Being (3), Quality Education (4), Gender Equality (5), Affordable and Clean Energy (7), Decent Work and Economic Growth (8), Industry, Innovation and Infrastructure (9), Responsible Consumption and Production (12), and Climate Action (13).

In this Sustainability Report, BCF highlights its contribution to the SDGs. It has also set targets in its Sustainability Charter 2022-2026 that will further contribute to the SDGs.

SDGs on which the BCF has the greatest influence



Our contribution to the SDGs

SDG	Description	BCF Objectives
 3 GOOD HEALTH AND WELL-BEING	To enable everyone to live in good health and to promote the well-being of everyone, at all ages.	<ul style="list-style-type: none"> - Defend the rights of employees, promote health and safety in the workplace and ensure the protection of all employees. - Establish processes with dedicated assistance mechanisms in the event of problems (La Clinique du travail). - Support the canton's associative, sporting and cultural life.
 4 QUALITY EDUCATION	Ensure equal access to quality education for all and promote lifelong learning opportunities.	<ul style="list-style-type: none"> - As a training bank, ensure access to quality training to improve the level of qualification of young people and to raise their awareness of sustainable development. - Invest in the professional development of our employees and improving their employability through our continuing education offerings.
 5 GENDER EQUALITY	Achieve gender equality and empower all women and girls.	<ul style="list-style-type: none"> - Offer flexible working models and schedules, encouraging part-time work at all levels of the hierarchy, promoting equal opportunities in leadership roles, specifically increasing the share of women in management and ensuring equal pay, to contribute to equal treatment of men and women and to increase the participation rate of women.
 7 AFFORDABLE AND CLEAN ENERGY	Ensure that everyone has access to reliable, sustainable and modern energy services at an affordable cost.	<ul style="list-style-type: none"> - Offer different sustainable products: <ul style="list-style-type: none"> - ECO Mortgage - ECO Renovation Mortgage; - Implement a sustainable investment offering (ESG). - Purchase electricity exclusively from renewable energy sources. - Certify our online services to ISO 14044. - Continuously improve our energy efficiency (Climate Services).
 8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all.	<ul style="list-style-type: none"> - Be a privileged partner of companies and individuals in the canton. - Contribute to the growth of our economic area, thanks to our regional supply and the promotion of SMEs. - Offer SMEs services in the areas of finance and consulting as well as various other services (business start-up, growth financing, succession planning) in order to contribute to productivity and innovation in our business area. - Provide non-discriminatory access to our financial services. - Provide an appropriate banking network. - Improve access to products and services through digital channels. - Implement and expand the range of sustainable products. - To accompany customers throughout their lives. - Guarantee all women and men, including young people and people with disabilities, decent work and equal pay for work of equal value.
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote sustainable industrialization that benefits all and encourage innovation.	<ul style="list-style-type: none"> - Offset greenhouse gas emissions through local certification for sustainable projects (Carbon Fri). - Encourage innovation by identifying companies that stand out in sustainability. - Automate and simplify processes for our customers.
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Establish sustainable consumption and production patterns.	<ul style="list-style-type: none"> - Ensure that all employees have the information and knowledge necessary for sustainable development. - Consider ecological and social criteria in our purchasing practices and communicate our sustainability performance in a transparent manner to contribute to environmental awareness. - Promote dialogue on responsible consumption through targeted campaigns and events.
 13 CLIMATE ACTION	Take urgent action to address climate change and its impacts.	<ul style="list-style-type: none"> - Reduce greenhouse gas (GHG) emissions caused by our activities. - Improve the energy efficiency of our buildings, reduce resource consumption, and reduce business waste. - Use electricity exclusively from renewable energy sources. - Implement a credit policy that also takes into account climate-friendly projects.

Sustainable development: highlights



Responsible investment

As a member of the Swiss Bankers Association (SBA), BCF is committed to implementing the Guidelines for Financial Services Providers on the Integration of ESG Preferences and Risks in Investment Advice and Asset Management after the end of the current transitional period (see p. 22).



Education

In 2022, 19 apprentices and 5 trainees were employed at BCF. 450 of the 489 employees participated in the internal training program. By focusing on the ongoing training of its employees, the bank ensures a high level of competence and professionalism (see p. 29).



Financing energy efficiency

Since 2021, BCF has been offering the "Eco Mortgage" and "Eco Renovation Mortgage" products to encourage compliance with demanding energy standards (see p. 24). As a member of the Swiss Bankers Association (SBA), BCF is committed to applying the Guidelines for Mortgage Providers on Improving the Energy Efficiency of Buildings.



Environmental protection

BCF offsets its CO₂ emissions in its own economic area through the Carbon Fri Foundation, of which it is a founding member. In this way, it contributes to environmental protection, as well as to maintaining employment in the region (see p. 36).



Equality

BCF offers modern and flexible working models and schedules. Positions are advertised for both part-time and full-time employees. The "Fair-ON-Pay+" certificate The "Fair-ON-Pay+" certificate, confirmed in 2022, certifies that BCF pays equal wages for the same work, regardless of gender (see p. 27).

Award-winning bank



Fair-ON-Pay+ award

In 2020, BCF was awarded the SGS "Fair-ON-Pay+" certificate, which distinguishes it as a fair employer and underlines its sustainable commitment to equal pay. The certificate was confirmed in 2022. It certifies that the bank meets the requirements of the new law on equality between women and men (LEg). Comp-ON SA, an expert and certified company in the field of salary analysis, came to this conclusion.



Hydro

Since 2019, BCF is certified Hydro by Groupe E SA. 100% of its energy consumption is renewable and comes from local Swiss facilities. The choice of green electricity contributes to the preservation of natural resources and represents a significant gesture in favor of the environment.



**CARBON
FRI**

Carbon Fri

The BCF fulfills all the requirements to obtain the Carbon Fri label. This local foundation aims to promote a reduction in CO₂ emissions by Fribourg companies. This certificate attests that BCF's CO₂ balance sheet has been established by an accredited organisation, guaranteeing compliance with the ISO 14064-1 standard and attesting that BCF has a climate policy and a declaration of intent to reduce CO₂ emissions.



IT services

100% of the services are outsourced to Swisscom, which was voted the world's most sustainable company in the field of telecommunication companies by World Finance magazine in 2020.

www.swisscom.ch/fr/about/durabilite.html



FSC certified paper

100% of the paper is FSC, of which 80% is already recycled paper. Thanks to e-documents, BCF offers its customers the possibility of doing without paper mailings. In 2019, BCF replaced its counter receipts with an electronic signature, which corresponds to a saving of 2 million sheets per year.

ESG governance at BCF

Since its creation in 1892, the Banque Cantonale de Fribourg has been at the service of the people of Fribourg. It is proud to have contributed actively to the development of the canton. Over the years, BCF has developed all the services of a local universal bank. Today, it has a highly diversified clientele: individuals, SMEs, large companies, government agencies and institutions. It offers tailor-made solutions to each and every one of them. BCF is headquartered in Fribourg and has 27 branches, including one online.

BCF can count on the skills, efficiency and motivation of 489 employees (403 full-time jobs).

BCF is the leading bank in its canton, with a balance sheet total of CHF 27.3 billion. Its financial capacity has been growing for some 20 years. The bank's health and the skills of its staff give it major advantages in meeting the challenges of tomorrow.

By relying on efficient and sustainable corporate management, BCF contributes to the autonomous development of the canton of Fribourg and to the preservation of its resources. BCF's corporate governance principles are set out in the Annual Report.

Transparency and dialogue with stakeholders

Through regular and in-depth exchanges with its stakeholders, BCF is able to identify the requirements it must meet, observe trends and define strengths and potential for improvement. By stakeholders, BCF understands all economic actors who play a significant role in the creation of value or in the activities of BCF.

Clients

The personal relationship with the bank's contact persons and close contacts throughout the bank's business area are of paramount importance.

The intensity and frequency of contact is adapted to the needs of the client and the extent of the client relationship. Customers have a choice of access channels for services.

BCF organises events to promote dialogue with its regional stakeholders. Market or satisfaction studies concerning the services offered are carried out regularly.

Employees

Employee satisfaction surveys are conducted. BCF also has an institutionalized idea management tool that allows employees to suggest improvements. In this way, BCF encourages employees to be entrepreneurial and promotes their entrepreneurial activity. BCF's personnel regulations provide for the existence of a Personnel Commission (COPE), which defends the interests of employees in relation to the bank's management bodies. A separate regulation governs this Personnel Commission.

The way in which BCF involves its employees in change processes is described on page 30.

State of Fribourg

A regular and institutionalized dialogue on economic, ecological and social issues is conducted with the State of Fribourg.

Suppliers and partners

Suppliers and partners are integrated in the framework of tenders and bids or in institutionalized bodies for exchange and partnership steering.

Communication

The various authorities and the media are informed primarily through press releases, publications and regulatory reports. In addition, requests can be forwarded to the bank via the press office. All information on this subject can be found on the BCF website¹.

¹ www.bcf.ch/medias

Standards of behavior

BCF recognizes international human rights standards and identifies with the values and aspirations they convey. BCF's personnel guidelines regulate the protection of employees' integrity: employees may not be discriminated against directly or indirectly. Managers are responsible for ensuring that the working environment is conducive to work and free from any form of harassment.

Employees have internal channels for reporting personal attacks or irregularities such as violations of laws, regulations and directives.

The Personnel Regulations and the Personnel Guidelines are an integral part of the employment contracts. They include rules of conduct relating in particular to corruption and money laundering. Employees confirm in writing that they have received these guidelines and undertake to comply with them. These topics are discussed at the induction day for new employees and during various training courses.

More generally, BCF invests considerable resources to effectively combat money laundering and terrorist financing. It also complies with tax requirements. Clients are responsible for complying with the legal and regulatory provisions applicable to them, which include, among other things, the obligation to file tax returns and pay taxes. Clients release the Bank from any liability in this regard.

BCF has established internal processes for monitoring business relationships and transactions, as well as for the application of economic sanctions. In addition, BCF has ensured optimal communication between the front line and compliance specialists in order to achieve its compliance objectives as efficiently as possible.

Structure and authority

The procedures for electing the Board of Directors and the terms of office of its members, as well as the related powers, are defined in the Law of 22 November 1988 on the Banque Cantonale de Fribourg (LBCF). The composition of the Board of Directors as well as the education, professional background and other mandates of its members and its Chairman are published on the BCF website and in the Annual Report. The competencies of the Board of Directors are defined and published, as well as the various Board committees and their members. The process for the nomination and selection of members of the highest governance body is defined and published.

The strategy is developed by the Executive Board in collaboration with the Board of Directors. It is approved by the Board of Directors. An annual seminar of the Board of Directors is organised to discuss key elements of BCF's development. The strategy is part of this seminar. A self-assessment of the performance of the highest governance body is carried out each year.

The Audit and Risk Committee regularly monitors risk management. Major concerns are submitted to the Executive Board and the Board of Directors.

The economic, environmental and social commitments are made explicit. Stakeholders (customers, employees, suppliers, representatives of the State and of civil society) are informed about the reporting processes.

Always in touch with stakeholders

Sustainable development management

Vision

Sustainability is fully integrated into BCF's vision. All of BCF's activities are based on the principles of sustainable development based on ecological, societal and economic criteria. The principles of good governance are applied.

The corporate governance guidelines, the risk policy principles, the credit policy, the service standards, the Sustainability Charter, the staff regulations and the staff guidelines are pillars of the sustainable development management.

Mission

The mission of the BCF is included in the Law of 22 November, 1988 on the Banque Cantonale de Fribourg (LBCF). According to art. 2 of the LBCF, the BCF pursues three goals in carrying out its tasks:

- To contribute to the development of the economy of the canton of Fribourg;
- To provide for the financial needs of companies and individuals; to offer them the possibility of secure investments for their savings and capital;
- To provide financial resources to the canton of Fribourg.

Our values

Trust

The client is at the heart of our business. BCF responds to the needs of its clients and is a trusted partner. Relationships are transparent, direct and constructive.

Competence

BCF relies on qualified and committed employees. It encourages their ongoing training so that they can constantly develop their skills.

Efficiency

BCF places great importance on efficiency, whether in its relations with clients, its products, its processes or its organisation. The bank's management structure and operational processes allow for rapid decision-making.

ESG commitment

BCF's activities are based on the principles of sustainable development based on ecological, societal and economic criteria. The principles of good governance are applied.

Strategy

BCF creates a climate of trust and meets the needs of its clients in a responsible manner in accordance with ESG principles. This means:

- Sharing its values with its clients;
- Systematically integrating ESG criteria into its activities;
- Intensifying the role of ambassador of its brand by its employees.

Business models

BCF builds its strategy by developing its business models. In particular, it follows the "New Generation Business Model" method.

By applying this methodology, the added value for clients is always at the center of BCF's concerns, activities and innovations. Thus, the ESG expectations of clients are an integral part of the business models implemented by BCF.

Contributing projects

Declining business models, the Board of Directors decides on the investment budget for future achievements and thus fully supports the ESG efforts proposed by BCF's Executive Board.

In this way, the loop from the implementation of the vision to the contributory projects is ensured in an approach that is conducted and consistent throughout the company's organisation.



Responsibilities

In the governance of BCF, ESG responsibility is declined and ensured by:

- The Board of Directors, which defines and implements the strategy;
- BCF's Executive Board, which proposes strategy, develops business models and implements action plans;
- In 2022, under delegation from the Executive Board, the ESG working group defined the ESG objectives of the Sustainable Development Charter, developed ESG action plans and implemented them.

The ESG working group

BCF conducts ESG activities with an ESG working group (WG ESG) that is cross-functional to its organisation and made up of the various stakeholders.

The ESG WG is led by the Head of Strategy / ESG / Transformation, who is a member of the extended Executive Board.

The members of the GSS WG are representatives from the following areas:

- Board of Directors Assistants;
- Human Resources;
- Legal, Risk and Compliance;
- Credit Management;
- Finance;
- Products and Services;
- Marketing and social commitment;
- Real Estate and Logistics;
- IT and digital channels.

Each member is included in the subgroups of the areas reported in the Sustainability Report:

- Sustainable Products and Services;
- BCF as an employer;
- Social commitment;
- Corporate ecology and climate protection.

External collaborations

BCF actively collaborates with the cantonal banks in French-speaking Switzerland and neighboring regions: BEKB, BCVs, BCGe, BCN and BCJ. As a founding member of Carbon Fri, BCF has been involved with the Foundation since its creation. It is also attentive to the strategy of the Cantonal Climate Plan of the State of Fribourg.

Timing of the meetings

The ESG WG holds regular meetings according to the bank's requirements, but at least once a month. For specific issues, ad hoc working groups are convened by the Head of ESG, who organises them at short notice.

If necessary, projects are conducted in parallel (e.g. mobility plan, SBA guidelines) in order to ensure an efficient pace for the achievement of the set objectives. In these cases, an appropriate organisation is defined according to the required competences, involving all necessary internal and external stakeholders.

The ESG manager ensures that priorities are well coordinated and that potential conflicts of interest do not hinder the achievement of ESG actions. The coordination of priorities for the implementation of the bank's strategy and transformation is the responsibility of the Executive Board. Assumptions of a lasting conflict of interest are therefore immediately addressed within the Executive Board.

Legal Information

Law on the BCF

The BCF is a legal entity under public law. It is a separate entity from the State, but it is governed by the Law on the Banque Cantonale de Fribourg (LBCF). It is guaranteed by the State, according to article 3 of the LBCF, which stipulates that the State guarantees the bank's financial commitments. To cover this guarantee, BCF pays the State an annual indemnity that takes into account the bank's risks and results.

Compliance

Compliance and respect for ethical rules are among BCF's core values. As a responsible bank, BCF makes the loyalty and integrity of its practices the core of its relationship approach. Acting in compliance means ensuring that BCF's actions comply with the provisions specific to banking and financial activities, whether they are legislative or regulatory in nature, or whether they are professional, ethical or internal standards. Compliance with these principles is a duty to our clients and a guarantee of confidence and reputation for the Bank.

In the event of specific questions or complaints concerning banking and financial transactions carried out by the bank, customers can turn to a neutral mediator: the Swiss Banking Ombudsman. The Swiss Banking Ombudsman acts as an information and mediation body without jurisdiction for clients of the member institutions of the Swiss Bankers Association².

Taxation

In order to combat tax fraud, BCF applies the various regulations relating to the automatic exchange of tax information, whether in application of the OECD standard (EAR) or in the context of the FATCA agreement concluded between Switzerland and the United States.

These standards allow the tax authorities of adhering states to obtain data and financial information on accounts and securities deposits held by their taxpayers abroad. At the national level, Switzerland has put in place the Automatic Exchange of Information Act (AEIA) and the FATCA Act, which serve as the legal basis for the automatic exchange of information in tax matters.

These standards apply to both natural and legal persons. Data on clients and their assets will only be exchanged if Switzerland has concluded an agreement with the partner state concerned. A list of partner states with which Switzerland currently has an EAR is available on the BCF website and on the website of the State Secretariat for International Financial Matters³. The latter also provides all information on the EAR.

Customer data protection

The protection of personal data is of paramount importance to the bank. BCF is committed to strict compliance with the Swiss Federal Data Protection Act (DPA), which, together with banking secrecy, protects clients against unauthorized access to their personal data processed by BCF. Governance principles, as well as technical, organisational and infrastructural measures have been put in place for this purpose.

Internally, the obligation to respect client confidentiality, in particular banking secrecy, is also specified in the employment contracts of employees as well as in the personnel regulations and directives. Employees are regularly made aware of the importance of compliance with the relevant standards and measures, including through various internal training courses.

² <https://bankingombudsman.ch/fr/>

³ <https://www.sif.admin.ch/sif/fr/home/relation-multilaterales/echance-reseignements-fiscaux/echance-automatique-reseignements/comptes-financiers.html>

Information on the processing of personal data by the bank and the rights of clients in this regard are published on the bank's website. Customers are also made aware of data protection considerations in BCF's General Terms and Conditions and regulations, in a specific information sheet and in the terms of use of its website.

Cybersecurity

With regard to cybersecurity in particular, the effectiveness of the system is regularly evaluated and its resistance to cyber-attacks tested. The IT infrastructure is entirely outsourced to Swisscom (Switzerland) AG, which has implemented its own security standard (ITSLB - IT Security Level Basic) based on best practices in the technical, organisational and infrastructure fields.

Swisscom's approach is deployed in all IT layers used by BCF: applications, databases, services, storage, workstations, networks and servers. In each of these layers, Swisscom guarantees the security of the configuration, protection systems, identity and access management, control and reporting.

General terms and conditions and regulations

BCF clients can easily consult the bank's General Terms and Conditions and regulations online in a dedicated section, as well as the following documents and information:

- The brochure of the Swiss Bankers Association (SBA), which provides general information on the main financial services and the risks involved in trading in financial instruments;
- A description of the financial services offered by BCF as well as the provisions put in place to protect investors;
- An information notice concerning commissions and retrocessions, specifying the scope of article 31 of the General Terms and Conditions of the Banque Cantonale de Fribourg.

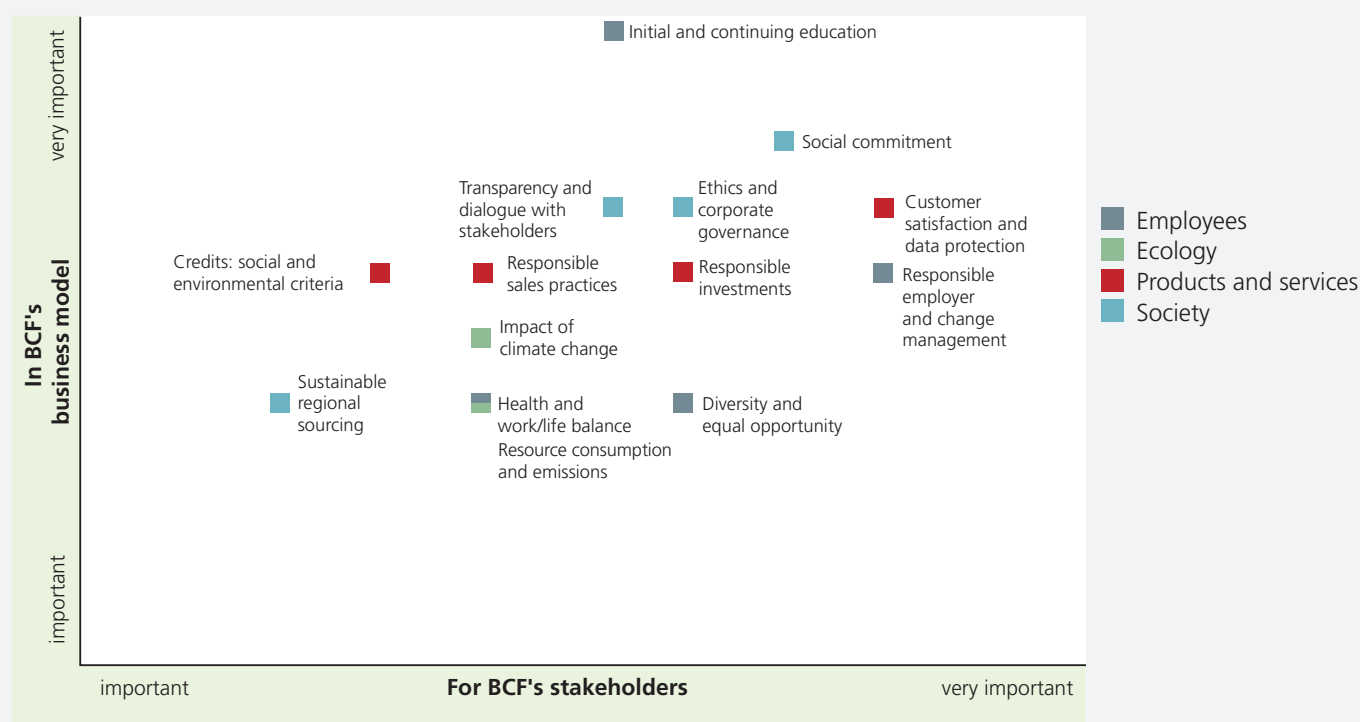


www.bcf.ch/fr/la-bcf/propos-de-nous/informations-juridiques

Key themes

The ESG working group regularly prioritizes the key sustainability themes. The last time it did so was in 2022. The needs of BCF's various stakeholders - employees, clients, customers and partners - as well as the key issues of the bank's

business model are represented in the importance matrix (below). This matrix forms one of the foundations of the Sustainability Report and the management of sustainability issues within BCF.



The GRI standard involves assigning a relative weight to these issues along two dimensions of analysis. The horizontal axis represents the importance of the issue for stakeholders; the vertical axis represents the magnitude of the economic, social or environmental impact of BCF's business model. The graph represents the prioritization of the overarching sustainability themes that impact stakeholders. Each of the relevant issues is the subject of a sub-chapter in the Sustainability Report. These sub-chapters present the issues for BCF, the way in which it positions itself and the actions it is implementing to address them. These elements are also listed in the GRI index on pages 44 and following.

Sustainable products and services

BCF favors long-term partnerships. It provides services that bring added value to its clients and to the economy. The Bank ensures long-term customer satisfaction by offering personalized and individualized service, transparent and professional advice, and understandable products presented in clear language.

Through regular training and certification, BCF ensures that the level of competence of its financial advisors remains high. It ensures that there are no conflicts of interest in its advisory services by offering its employees reasonable financial incentives.

BCF adapts its practices year after year to make its products and services more sustainable. For example, in 2022, it has decided to review its gold sales policy and to offer its clients only Fairtrade or traceable gold.

Responsible sales practices

BCF offers reliable services of impeccable quality at reasonable prices. It places great importance on a clear and professional advisory process. Clients are informed in detail of any risks.

BCF has a measured salary policy (see p. 27) to ensure that advisors are not given false incentives. For example, variable compensation is not limited to product sales (quantitative criteria), but also takes into account qualitative criteria, such as behavior and business success.

BCF has monitoring tools for business relationships, transactions and the application of economic sanctions. It also makes its staff aware of the fight against money laundering and the financing of terrorism. The staff is asked to take note of the relevant documents and to confirm this with a signed declaration. Internal and external training is provided, and some employees are given knowledge tests.

BCF does not establish business relationships with persons domiciled abroad who have no connection with the bank's economic area.

Customer satisfaction

Reliable, committed, competent and customer-oriented: this is how BCF employees should be perceived by their clients. The bank attaches great importance to service and proximity. BCF's strategic objectives indicate what customers should expect from their bank.

BCF regularly measures customer satisfaction by conducting market research. The quality of services is also verified through mystery shopping. In this context, test customers visit the bank's counters or make requests by telephone or e-mail. BCF also has a complaints system to collect and manage customer feedback.

These tools are invaluable for taking a critical look at services and processes with the aim of continuously improving them. In addition, staff have an idea box, managed by a group of employees between the ages of 20 and 35, the BCF Youth Council, which allows them to submit proposals for improving customer relations. This Youth Council was presented in a video clip on the social network Instagram during the year 2022.

Quality management is a priority for BCF: it is subject to regular controls and is continuously improved. All analyses conducted confirm the effectiveness of the management systems and the high quality of their implementation within BCF.

Responsible investments

As a financial services provider, BCF can exert some influence to ensure that the assets entrusted to it are used wisely and thus avoid possible negative repercussions on sustainable development. BCF assumes this role, advocates responsible financial investment management, and continually develops the criteria applied in this area and makes them transparent.

In this context, investment is no longer analyzed solely from the perspective of return, but also from the point of view of its environmental and social impact. BCF is committed to making the global financial system more sustainable.

Thanks to a partnership with MSCI, BCF is able to provide its clients with a report on the sustainability of an investment portfolio. In addition, MSCI also assigns a sustainability rating to all the funds in the BCF / FKB range.

BCF funds generally achieved good ratings as of December 31, 2022: on a scale ranging from AAA (best rating) to CCC (worst rating), the "BCF / FKB (CH) Active Balanced" and "BCF / FKB (CH) Active Yield" funds each received a rating of AA, while the "BCF / FKB (CH) Equity Switzerland" fund even achieved the best rating (AAA).

As a member of the Swiss Bankers Association (SBA), BCF is committed to implementing the Guidelines for Financial Services Providers on the Integration of ESG Preferences and Risks in Investment Advice and Asset Management after the end of the current transitional period. These guidelines were published by the SBA in June 2022 with the aim of strengthening the position of the Swiss financial center in sustainable finance and make an important contribution to the transition to a sustainable economy.

The application of these guidelines ensures a uniform minimum standard for the integration of ESG preferences and risks in investment advice and asset management. The guidelines are intended in particular to prevent greenwashing in the context of investment advisory and asset management services provided to clients.

BCF has developed a presentation for clients to inform them about ESG investments. It offers clients the opportunity to invest in investment funds that take ESG criteria into account. When clients choose this option, investments are made in investment funds selected for their expertise in sustainable investing and the quality of their approach to ESG investments.

In the absence of a standardized definition of the ESG criteria that an investment fund must meet in order to qualify as sustainable, the various approaches can be grouped according to three principles.

The investment is no longer analyzed solely from the perspective of return, but also from the point of view of its environmental and social impact

Principle of exclusion

The investment fund excludes from its investment universe companies whose turnover is generated to a significant extent in controversial sectors (arms, tobacco, alcohol, gambling, pornography, GMOs, coal production) or whose actions are questionable (non-compliance with human rights or the United Nations Global Compact, various controversies).

Principle of inclusion

ESG criteria are explicitly taken into account in the investment fund's investment process in addition to the financial aspects. This allows the managers to include specific sustainability elements in the selection of securities and thus to favor companies that respect ESG criteria.

Impact Investing

The investment fund invests in companies that have a measurable positive impact on society and/or the environment. Investment funds following this approach are generally specialized in certain specific themes that contribute positively to sustainable development.

Wherever possible, BCF favors Impact Investing investment funds, which it believes represent the most consistent approach to sustainable investing. Indeed, through their investments, these funds contribute to the development of solutions to issues such as mitigating the impacts of climate change, developing renewable energies, reducing the carbon footprint of companies, seeking energy efficiency, improving access to education and health care, or fighting pollution and malnutrition.

Sustainable investments

Careful selection ensures that sustainable investments target companies that meet strict ethical criteria and whose activities are based on economic efficiency, environmental compatibility, social responsibility and robust governance. BCF is increasing its expertise and commitment to responsible investment year after year. The bank's clients have access to a wide range of sustainable investments. Since 2020, those who entrust the bank with an asset management mandate can choose a "sustainable" variant for each of the investment strategies. The inflow of new capital into these different strategies demonstrates our clients' interest in responsible investments.

Raising awareness among employees

BCF makes all its employees, including its financial advisors, aware of ethical criteria, client financial protection and sustainable development. Some of the staff participated in the activities of the ESG working group during the year under review, contributing, among other things, to the preparation of this report.

Transparent benefits

Investment products are classified according to their complexity. Only advisors who are certified in the relevant investment category may sell them. BCF publishes its flat-rate fees for all its asset management and wealth management mandates in a transparent manner.

GRI	Products and services	Unit	2022	2021	2020	2019	2018
Asset management							
G4-FS8	Sustainable asset management mandates Private clients	number	32	22	2	0	0
	Sustainable asset management mandates Private clients	CHF million	14,6	9	1,37	0	0
	Share of sustainable mandates in total wealth management mandates Private clients (by volume)	%	3,6	2,6	Introduced		

Loans: social and environmental criteria

Through its lending policy, BCF contributes significantly to the prosperity of its economic area and to a stable supply chain. Credit operations play an important role in BCF's business model. Geographically, they are mainly focused on the canton of Fribourg and its neighboring regions.

The bank focuses its activities on private individuals, small and medium-sized enterprises (SMEs) and public corporations. At BCF, the granting of credit goes hand in hand with integrity and respect for ethical principles and, as far as possible, BCF takes sustainable development criteria into consideration.

In 2021, BCF launched two new mortgage products, the Eco Mortgage and the Eco Renovation Mortgage, which are designed for homeowners who meet certain energy standards when purchasing or building a property, as well as when renovating or expanding a residential, rental, commercial, craft or industrial building. In addition to personalized advice from the very first contact with BCF, clients benefit from a discount on the medium and long-term fixed rate. The conditions for granting the loan are as follows:

"Eco Mortgage" product

- 0.5% discount on the fixed interest rates of 5 to 10 years, 15 years and 20 years on max. CHF 500'000.00 for residential properties and on max. CHF 1'000'000.00 for rental, commercial, craft or industrial buildings.
- New construction / Consolidation of a construction credit: Minergie, Minergie P or A certificate; CECB global A certificate; SNBS label.
- Purchase of an existing building: Minergie, Minergie P or A certificate; CECB global A, B or C certificate; SNBS label.

Sustainable development at the heart of daily practices



Hypothèque Eco Rénovation

Concrétisez vos projets
de rénovation ou transformation

 **Banque Cantonale
de Fribourg**
simplement ouvert

* voir conditions détaillées sur www.bcf.ch

"Eco Renovation Mortgage" product

- 0.5% discount on the fixed interest rate for 5 to 10 years on max. CHF 250'000.00 for residential properties and on max. CHF 500,000 for rental, commercial, craft or industrial buildings.
- Renovation: Minergie, Minergie P or A certificate; CECB global A, B or C certificate; SNBS label; renovation provided for in the Confederation and cantonal building program; approval of the file by the Centre of Competence in Building Renovation (CCRB).

As of 2023, BCF, as a member of the Swiss Bankers Association (SBA), will also apply the "Guidelines for Mortgage Providers on Improving the Energy Efficiency of Buildings" published by the SBA in 2022. The objective of these guidelines is to help clients preserve the long-term value of their building by improving its energy efficiency.

BCF will inform clients about the building renovation subsidies to which they may be entitled and, for specific advice, they will refer them to independent specialist services. They will also ensure that their client advisors receive regular ongoing training on the long-term preservation of property value and on the energy efficiency of buildings.

In 2022, BCF has been involved in public information by collaborating with the Centre de Compétences en Rénovation des Bâtiments (CCRB) in the organisation of a conference and a café-conseil.

Objectives 2022-2026

- BCF considers sustainable development to be an important component of its dialogue with clients;
- BCF integrates sustainable development aspects as much as possible in its analysis and investment decisions;
- BCF ensures that its financial investments are consistent with its approach to sustainable development;
- BCF trains its advisors and employees on sustainable products;
- BCF identifies the main ecological and social impacts of its portfolios and services and defines monitoring indicators, where relevant and possible;
- BCF is expanding its range of sustainable investments.

GRI	Products and services	Unit	2022	2021	2020	2019	2018
	Financing						
G4-FS8	Eco-mortgages	CHF million	24,3	13,2	12,1	10,5	10,5
	Renovation mortgages	CHF million	389,0	396,7	314,4	266,7	210,6
	Loans to public corporations (CDP)	CHF million	838,7	837,7	732,2	983,6	789,5
	Investments in federal, cantonal and municipal bond funds	CHF million	418,9	483,3	517	539,7	553,6

BCF

as an employer

BCF is one of the main employers in the canton of Fribourg, providing work for nearly 500 people. The number of employees is increasing slightly, but the turnover rate remains low. Personnel expenses amounted to CHF 70.5 million in 2022, which is higher than the previous year's figure of CHF 62.4 million.

With its long-term business policy, BCF offers secure jobs in a high-performance company. The bank motivates its employees through careful management and staff development measures at all levels. It encourages employees' entrepreneurial spirit and action by delegating and involving them as much as possible. Through direct and spontaneous dialogue and an idea box managed by young employees, BCF encourages exchanges within the bank. BCF offers attractive, family-friendly working conditions at all levels of the hierarchy, with the possibility of phased

retirement or annualized working hours, and unpaid leave for employees to pursue personal projects or private activities.

BCF protects the integrity of its employees. It fights against prejudice and all forms of discrimination in the work environment and promotes the diversity of people. All mandates and ancillary activities outside the bank must be declared in order to avoid any conflict of interest.

Employee satisfaction is periodically surveyed.

BCF shares its long-term success with its employees and rewards any sustainable action. It also promotes soft mobility for its employees. In 2022, BCF established a mobility plan recognized by the Fribourg conurbation. It provides employees with financial advantages on annual Frimobil subscriptions.

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
	Number of employees						
2-7	Number of employees (including apprentices and auxiliaries)	number	489	474	474	471	467
	- of which women	number	269	263	266	261	267
	- of which number of men	number	220	211	208	210	200
	Number of employees (full-time equivalent)	positions	422,4	404,8	406,5	403,8	400,1
	- Number of part-time employees	number	125,4	122,8	113,5	110,8	108,1
	- Number of part-time employees as a %	%	29,7	30,3	27,9	27,4	27
	Women in senior management (from function level 5)	%	4,9	3	3	3,2	3,5
	Women managers (from function level 3)	%	19,5	16,7	14,6	12,4	12,7
	Women in total staff	%	55	55,5	56,1	55,4	56,7
	Fluctuation (net) in total	number	18	12	9	18	10
	Rate of fluctuation (net) in total	%	4,02	2,29	1,91	3,82	2,12
	Recruitment in total	number	41	23	28	28	28
	Recruitment rate in total	%	9,59	5,27	6,51	6,51	5,84
	- Female recruitment rate	%	5,58	2,52	3,02	1,63	3,74
	- Male recruitment rate	%	4,01	2,75	3,48	4,88	2,1

Reasonable salary policy, equality, diversity, flexibility

For many years, BCF has been committed to a fair, transparent and consistent salary policy based on functions.

BCF's salary policy is based on the principle of equal pay for equal work. In the fall of 2020, BCF received the SGS "Fair-ON-Pay+" certificate confirming compliance with equal pay for women and men. The certificate is valid for four years. BCF's job model is the cornerstone of the implementation of equal pay. All functions are evaluated on a uniform scale and using objective criteria. In July 2022, a maintenance analysis of the "Fair-ON-Pay+" certificate confirmed that equal pay for women and men is guaranteed at BCF.

BCF believes that mixed teams (gender and age) develop more creative, more viable and higher quality solutions. This is why the bank promotes diversity among its staff.

By 2022, women will represent 55% of the bank's workforce. BCF has set itself the goal of increasing the proportion of women in positions of responsibility.

The bank is firmly committed to equal opportunities and fair employment conditions, and advertises all its positions both internally and externally. Whether part-time or full-time, employees benefit from the same working conditions granted by the employer.

BCF takes into account the needs of its employees by offering them tailor-made solutions: in particular, it encourages part-time work by systematically proposing a choice of occupation rates for the positions it advertises.

BCF encourages the reconciliation of family and professional life.

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
	Diversity and equal opportunities						
405-1	Women on the Board of Directors	%	14,29	14,29	14,29	14,29	14,29
	Women in the Executive Board	%	16,6	16,6	20	20	20
	Women in senior management (power of attorney or general power of attorney)	%	6,4	7,8	7,7	3,9	3,6
	Women in senior management (from function level 5)	%	4,9	3	3	3,2	3,5
	Women in senior management (proxy, power of attorney or general power of attorney)	%	19,95	16,7	14,6	12,4	12,7
	Proportion of women in the total workforce	%	55,0	55,5	56,1	55,4	57,2
	Employees under 19 years of age	%	4,91	5,91	5,27	5,73	4,88
	Employees aged 20 to 29 years	%	16,56	16,03	17,09	15,71	16,77
	Employees aged 30 à 39 years	%	17,59	16,88	17,51	19,11	20,38
	Employees aged 40 à 49 years	%	21,68	22,15	21,94	20,6	21,87
	Employees aged 50 à 59 years	%	31,9	33,54	32,7	33,12	31,85
	Employees over 60 years of age	%	7,36	5,49	5,49	5,73	4,25

Health and work/life balance

BCF takes preventive measures to promote health and is committed to minimizing the risk of occupational illness. Ergonomics at the workplace is a priority: height-adjustable desks that allow employees to work standing up have been made available and ergonomic advice has been provided by a specialized company. In order to prevent psychological problems, BCF works with the Clinique du travail, which, if necessary, provides personalized follow-up for people who are at risk of overwork or who are victims of mobbing.

Employees benefit from excellent occupational and non-occupational insurance coverage. Training and e-learning modules are offered to teach them the best ways to ensure their safety and health at work. In 2022, a workshop entitled "Balancing for health" was offered to employees for the first time. It will be held again in 2023.

Employees who are absent for long periods due to illness are monitored individually.

Employees in contact with customers receive regular training on how to deal with any kind of aggression.

Defibrillators are installed on the floors of the headquarters and in the branches to provide first aid in case of emergency. Staff are trained to use them and each floor of the bank's headquarters has a person in charge.

BCF encourages its staff to practice sports. For example, it offers registration to the Kerzerslauf. In 2022, BCF was also awarded the label "Performance Sport-Friendly Training Company" by Swiss Olympics.

The bank provides 16 weeks of maternity leave and two weeks of paternity leave. In 2022, five employees took maternity leave and four of them returned to work at the end of their leave. Employees have access to BCF-financed places at the University of Fribourg's daycare center. The possibility of working from home also helps to reconcile family and professional life.

Since 2022, BCF has offered its advisors the possibility of job sharing, which allows them to better reconcile their private and professional lives while continuing to hold a responsible position.

In 2022, BCF introduced a new directive on working from home for employees who can, if the bank agrees, work one day a week from home. The directive describes and defines the processes, conditions and organisation of working from home. One of the aims of the new directive is to promote the reconciliation of family and professional life.

When the working conditions allow it, employees can take a long unpaid leave or increase their vacation time by reducing their salary.

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
	Maternity / Paternity						
401-3	Employees who have taken maternity leave	number	5	7	8	5	12
	Rate of return to work after maternity leave	%	80	100	100	100	91,6
	Employees who took paternity leave	number	3	5	8	8	7
	Health and safety at work						
403-10	Days of absence per employee						
	- due to illness	number	6,4	5,7	3,97	4,69	4,96
	- due to accident	number	0,71	0,35	0,89	0,94	0,93

Initial and continuing education

Training is the foundation of a dynamic company. BCF places great importance on both the basic and advanced training of its employees. It trains a large number of apprentices and all-round trainees. Many students are given the opportunity to do internships during their studies. Continuing education is offered at all levels of the company, including the Executive Board.

A well-trained workforce is an essential success factor for BCF, as confirmed by its matrix of key themes (see p. 20).

By focusing on the ongoing training of its employees, the Bank ensures a high level of competence and professionalism that will enable it not only to operate successfully today, but also to plan for a sustainable future.

BCF is a major provider of apprenticeships in the Fribourg economic area. In 2022, it employed 19 apprentices and 5 all-round trainees, i.e. 5% of the total workforce. Most of the apprentices who completed their training in 2022 decided to continue their careers at BCF. This is a real satisfaction for the bank, which relies on this new generation to ensure its future.

The skills of BCF's client advisors are regularly reviewed to ensure the high quality of advice and services. BCF had 109 SAQ-certified advisors in 2022. The SAQ certificate is a guarantee of quality: it attests that the holder has the necessary skills and is familiar with the rules of conduct defined by the profession. As part of the certification of its advisors, BCF became a member of the Institut supérieur en banque et finance (ISFB) in 2022.

BCF offers its employees various training programs. There are 74 training courses on the key skills related to the bank's main functions. New employees benefit from a common core of courses and e-learning and, for those who do not come from the sector, from basic banking training. The new heads of organisational units receive the training required to obtain the leadership certificate of the Swiss Association for Leadership Training (SALT).

In 2022, the bank's employees attended an average of 4 days of training, for a total of 1,400 days. Employees are also required to take e-learning modules every year. More than 50 modules are available, including topics such as cybersecurity and harassment prevention.

All staff have completed the "Sustainable Development" e-learning module created by BCF in 2018. BCF wants to enable employees to systematically integrate the concept of sustainability into their thinking and daily practice.

At the end of 2022, 29 people at the bank were in higher education or postgraduate courses.

BCF's staff development measures are designed to maintain or improve the employability of its employees. It offers 35 succession plans in the form of programs of measures, job-related and cross-functional training for high-potential individuals under 30 years of age who have completed or are in the process of completing a higher education.

To prepare for retirement, informative and interactive programs are offered to employees aged 55 and over. From the age of 55, they can attend courses on financial planning and inheritance law. From the age of 60, employees are supported in their reflection on their life plans after retirement and are made aware of health issues and the support services available to guide them.

The skills of BCF's customer advisors are regularly reviewed to ensure the high quality of advice and services

Responsibility as an employer and change management

As part of its social responsibility, BCF offers its employees ongoing training to ensure their employability on the job market. In the event of a change in working conditions, BCF guarantees that the employees concerned will retain their acquired rights for a transitional period. Staff at all levels are involved in the change process.

Healthy pension fund

BCF employees are affiliated to the pension fund of the Banque Cantonale de Fribourg, which has a coverage rate of 105%. BCF's benefits for its staff are generous, with average contributions of 1.5 times those of the employees. Since 2022, the performance bonus is also subject to the pension fund. BCF's contribution is twice as high as that of the employees.

Objectives 2022-2026

- The BCF advertises all vacant positions, both internally and externally;
- BCF continues its efforts to increase the proportion of women in positions of responsibility;
- BCF continues to renovate its headquarters to provide employees with optimal working conditions;
- BCF is implementing the measures set out in the mobility plan to promote soft mobility;
- BCF promotes the training of the next generation. Apprentices and trainees represent 5% of the total workforce;
- BCF gives young people the opportunity to pursue higher education financed by the bank;
- BCF encourages its employees to take further training and ensures their employability by offering them a development plan;
- BCF guarantees a fair remuneration policy whose compliance with the principles of fairness is regularly confirmed by an external institute
- BCF is aware of the importance of health in the workplace and is taking measures to reduce the number of days its employees are absent due to illness or accident;
- BCF offers modern and attractive working models (flexible working hours and job mobility).

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
	Initial and ongoing training						
402-2	Employees who have completed in-service training	number	465	450	425	426	423
404-1	Total number of employees in training	number	489	474	474	471	471
	- of which apprentices	number	19	20	20	19	20
	- of which participants in the internal training program	number	465	450	425	426	423
	- of which trainees	number	5	4	4	4	6
	Total internal training and continuing education per employee	Days	4	3,8	2,25	3,5	3,2
	Amount reserved for training	in thousand CHF	961	953	607	837	779



Social commitment

BCF is distinguished by its proximity to its clients and its regional roots. Its decision-making center is located in the canton of Fribourg. It contributes to the strengthening and development of the economy and society.

Added value for society

BCF supports local businesses, thus helping to preserve jobs and training places in the canton. It helps companies in the various phases of their development.

BCF's economic activity consists of generating a lasting positive effect for its various stakeholders. BCF finances municipalities, public companies, semi-private public institutions, social organisations and public utility organisations. Directly or indirectly, these loans are in the public interest and include a social component.

In 2022, BCF took part in the Union of Swiss Cantonal Banks' study on sustainable development, which noted that the general public found it difficult to make the connection between sustainable development and cantonal banks. It also pointed out that sustainable financial products were still not well known. The study recommended that the cantonal banks communicate with examples.

The bank's publications on social networks are in line with this recommendation. In 2022, BCF increased its presence on the social networks Instagram and LinkedIn, with, for example, publications about its use of green power or its new sustainable mortgages.

Sustainable partnerships

Every year, BCF supports sports and cultural projects and events throughout the canton. It is committed to those who make the region dynamic and make Fribourg shine, for all citizens. Every year, it sponsors numerous cultural, sporting and social projects and events that allow the people of Fribourg to experience moments of discovery and emotion. In this way, it actively participates in the well-being of the population.

In 2022, the bank contributed CHF 4 million to the development of culture, sport and education. The partnerships are aimed at long-term cooperation (in principle 3 years, renewable). The partner associations can count on a fixed contribution and can devote themselves to their activities with peace of mind. The bank has concluded more than 100 partnerships that strengthen its brand image and support its commercial strategy. These partnerships enable the bank to have a privileged contact with nearly a thousand clubs and companies affiliated with the various umbrella organisations.

BCF does not support individual athletes, motorized and extreme sports, violent sports or activities that have an unacceptable impact on the environment. It only supports projects and events whose benefits are intended to be used in the canton of Fribourg.

BCF has partnerships with the Fribourg Association of Young Musicians, the multiple Swiss champions of BCF Elfic Fribourg and the Fribourg Ski and Snowboard Association. It also supports the following events and associations: Chamber of Commerce and Industry of the canton of Fribourg, Contingent des Grenadiers fribourgeois, Équilibre-Nuithonie, Fédération fribourgeoise des chorales, Fédération fribourgeoise des sports équestres, Festival International de Films de Fribourg, Festival Murten Classics, Fribourg Natation, Fribourg Olympic Basket, Fri Up, Rencontres de folklore inter-

nationales, Société cantonale des musiques fribourgeoises, Team AFF-FFV, University of Fribourg and Volley Düdingen.

BCF is also heavily involved in supporting the canton's flagship club, HC Fribourg-Gottéron, which plays its home games in the BCF Arena.

In 2022, BCF debit card holders were able to benefit from favorable conditions with the following partners: Arena Cinémas Fribourg, les Bains de la Gruyère, Urbanspa, Papiliorama, Hostellerie am Schwarzsee, Transports publics fribourgeois (TPF), Unipop and Générations.

The Foundation of the Banque Cantonale de Fribourg, created on the occasion of the 100th anniversary of the BCF in 1992, also participates in the support of the regional associative fabric. It has a capital of 2.25 million francs and promotes the implementation and development of cultural, artistic and scientific projects. Since its creation, it has invested more than one million francs in important projects that mark the life of the canton of Fribourg.

During the year 2022, the Foundation of BCF supported the Salon de l'entreprise in Bulle. On March 16 and 17, 2022, nearly 1,200 participants met at Espace Gruyère to discuss entrepreneurship and sustainable management, against a backdrop of health crises and economic uncertainties, but also of technological revolution and artificial intelligence. It also supported the Fribourg Cancer League for its 60th anniversary, the Swiss Alpine Rowing Trophy at the Schwarzsee and the mythical group Rään from Sensebezirk.

BCF is also actively involved in the "4 Pillars of the Fribourg Economy (4P)" with the Établissement cantonal d'assurance des bâtiments (ECAB), Groupe E and the Transports publics fribourgeois (TPF). The basic mission of 4P is to support large-scale projects with a sustainable vocation, in various fields (culture, health, social, sport, etc.).

Raising awareness of financial issues

BCF makes its economic publications and market commentaries available. In addition, the bank offers various useful tools on its e-banking platform to help clients better manage their finances by knowing the structure of their expenses and income. Other practical information is published in the product brochures. BCF is gradually developing and testing new services to inform interested parties about financial, social, ecological and technological issues and to promote dialogue.

Financial competence for young people

BCF offers several opportunities for young clients to open their first account. It also supports them in learning how to manage their finances, among other things through its participation in the Finance-Mission project. Together with other cantonal banks and two educational associations, BCF founded the "Finance-Mission" association, which aims to help young people learn how to manage their finances.

Responsible organisations are guided by ethical principles in their commitment. For example, they do not influence the educational offer, do not advertise products and do not seek to acquire customers.

The association proposes an offer aligned with the study plans and an interactive teaching tool for use in secondary I schools. The objective is to deepen basic financial skills - knowing the financial impact of projected investments, establishing a budget, planning income, prioritizing expenses and saving - and to offer young people the opportunity to compare their values in relation to money and consumption with those of other young people their age.

**BCF is committed to those who
make the region dynamic and make Fribourg shine**

Economic commitment

BCF's economic commitment is varied. In addition to its main activities, which are providing assistance and advice to private, corporate and institutional clients, BCF is a major employer, as well as a significant client and taxpayer.

A winning formula for the canton

The canton of Fribourg benefits directly from BCF's success. In 2022, BCF paid out CHF 64.6 million to the Canton, municipalities and parishes in the form of taxes, compensation for the State guarantee (CHF 46 million) and interest on endowment capital (CHF 11 million). In addition, the majority of employees are subject to taxation in the canton of Fribourg, which represents a contribution to the public finances of each of the municipalities concerned.

Access to financial services

Account management (basic services: savings, pension provision, payment transactions), cards (individual services), deposit management or safe-deposit boxes are services that are accessible to the entire population that has a connection to the bank's economic area. There are no discriminatory exclusion criteria. BCF is one of the few banks that do not charge account fees based on assets. The basic services are offered to all clients at fair prices.

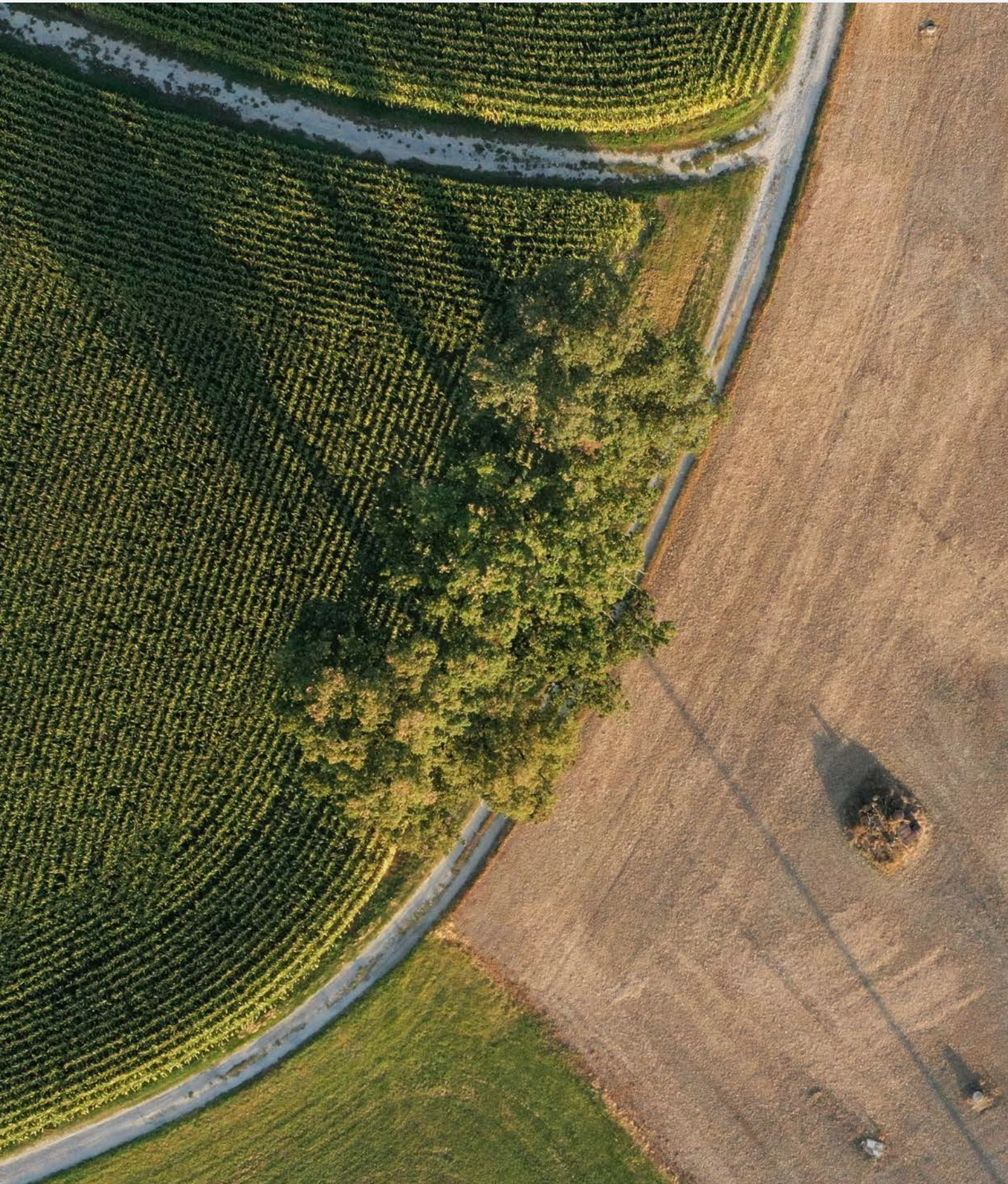
Sustainable regional procurement

In order to minimize negative effects in the supply chain, BCF takes sustainability aspects into account when placing orders. Wherever possible, BCF uses suppliers within its own area of operations, thereby supporting small and medium-sized enterprises. It takes sustainable development aspects into consideration when purchasing products or entrusting a supplier with a mandate.

Objectives 2022-2026

- BCF entrusts the majority of its mandates to suppliers operating in its economic area;
- BCF is committed to social, sporting and cultural activities;
- BCF supports companies, associations and events in a spirit of partnership;
- BCF encourages its employees to make a personal commitment to the good of the community;
- BCF encourages dialogue on the subject of sustainable development and thus contributes to a greater awareness of the population in this area;
- BCF is committed to making young people aware of the importance of responsible money management.

GRI	Societal commitment	Unit	2022	2021	2020	2019	2018
201-1	Net value creation						
	- Sponsoring	CHF million	4	3,5	3,2	3,9	4
	- Public authorities	CHF million	64,6	62,3	69,9	70	69
	share to the Canton	CHF million	61,3	59,1	66,4	60	59
	share to the municipalities	CHF million	3,0	2,8	3,2	9	9
	share to the parishes	CHF million	0,3	0,3	0,3	1	1
	- Personnel costs	CHF million	71	62	61	60	58



Corporate ecology and climate protection

Since 2010, BCF has been improving its environmental performance year after year. Since 2008, it has been assessing its carbon emissions, its e-banking has been climate neutral according to the ISO 14044 standard since 2011 and, since 2013, BCF has been climate neutral for all its activities, thanks to residual emissions offset by the purchase of Carbon Fri certificates.

The bank also continues to upgrade its buildings for better energy performance. In 2022, it is renovating part of its headquarters' offices. It uses only green hydroelectric power and will connect to a distance heating network in 2023. It has drastically reduced the amount of paper it uses and significantly reduced its waste.

It systematically promotes energy and natural resource savings in all areas. In 2022, it also took the necessary steps to participate in the collective efforts to avoid an energy blackout in Switzerland. During 2022, in addition to these one-off measures, it planned to change many of its lighting fixtures, launch the renovation of the ventilation system at its headquarters and plan the renovation of five of its branches. Energy efficiency is taken into account in each of these renovations. In 2022, the company prepared an energy report for its branch in Kerzers before undertaking the necessary renovation work.

Environmental aspects are also taken into account in purchasing: both the suppliers and the products and services, if possible from within the bank's area of activity, must not only meet price and quality requirements, but also respect ecological and social standards.

BCF has significantly reduced its impact on the environment in recent years and will continue to do so in accordance with the objectives set out in its Sustainable Development Charter.

Consequences of climate change

Climate change affects nature, society and the economy in various ways. Its effects are assessed in the context of risk management. The analysis of financial risks, to which the credit portfolio in particular is subject, takes into account environmental influencing factors. For BCF, climate change risks include, among other things, negative effects on tourist regions (winter tourism), weather damage or additional legal requirements in connection with the energy efficiency of buildings that could influence the valuation of the credit portfolio. These risks are minimized, among other things, by periodic sector analyses and sector limits.

Resource consumption and emissions

BCF has long been committed to using resources efficiently and significantly reducing its environmental footprint. BCF has been publishing figures on its environmental commitment in its Annual Report for several years and will continue to develop its indicators in this report in the years to come.

CO₂ emissions

Since 2008, BCF has been tracking its carbon emissions. Its emissions have decreased by 24% since 2013 and since 2013 it is also climate neutral. The residual emissions are in fact compensated by the purchase of Fribourg Carbon Fri certificates.

Green electricity

The electricity supply is 100% covered by Hydro Fribourg green electricity. BCF favors LED or low-energy bulbs for the exterior and interior lighting of its buildings. When modernizing its buildings, it implements automatic lighting management. In 2022, it has launched a call for tenders for the renovation of the lighting in its headquarters.

E-banking and IT

BCF customers are encouraged to participate in climate protection by using e-banking.

The annual Carbon Fri certificate for the bank's online services was issued to BCF in April 2023. This certificate attests that the CO₂ balance has been established by an accredited organisation guaranteeing compliance with the ISO 14064-1 standard. It also guarantees the presence of a climate policy and a declaration of intent to reduce CO₂ emissions as well as the existence of a certificate of investment in the Carbon Fri Foundation.

In April 2022, BCF supported the Digital Responsibility Conference Day and presented the topic of "Sustainable Finance in relation to Digital" as part of this day.

100% of BCF's IT services are outsourced to Swisscom, which in 2020 was voted the world's most sustainable company in the field of telecommunications companies by World Finance magazine. (See *Swisscom's One pager* in the appendix).

Office automation

Over 80% of the paper used by BCF is recycled paper. All paper is FSC certified. BCF also gives its customers the possibility to do without paper mailings with its e-documents. In 2019, BCF replaced its counter receipts with an electronic signature, which corresponds to a saving of 2 million sheets per year. Since 2019, the bank has reduced its paper consumption by 40%.

Water

Since 2013, BCF has reduced its water consumption by 26%.

Buildings

The modernization of the BCF buildings considers the best practices to optimize the energy balance, among others, the improvement of the building envelope. Wherever possible, photovoltaic panels are installed. In 2022, a project to connect the headquarters to the CAD was started, to be effective in 2023. This is a measure to reduce our CO₂ consumption.

Business and commuter traffic

Wherever possible, work trips are made by public transport. Work-related traffic has decreased by 37% between 2013 and 2022.

BCF provides financial support to its employees when they purchase an annual public transport pass (job abo). BCF has also installed charging stations for the electric vehicles of its employees.

In 2022, BCF established a mobility plan recognized by the Fribourg agglomeration. The plan offers employees financial advantages on annual Frimobil transport pass. Measures to promote soft mobility will be implemented, such as the acquisition of electric cars and cooperation with Mobility.

Objectives 2022-2026

- It achieves its goals by, for example, improving the energy efficiency of its buildings, reducing resource consumption, using environmentally friendly resources (including electricity derived exclusively from renewable energy sources), and minimizing business-related waste;
- It reduces overall greenhouse gas emissions from its operations by 10% from 2019 levels by 2026;
- It increases energy efficiency by 30% from 2008 levels by 2026;
- It offsets emissions in line with ISO 14044 certified by the Carbon Fri.

GRI	ApME	Corporate ecology and climate protection	Unit	2021	2020	2019	2019-2021
301-1-3		Energy consumption					
	1	Building consumption	kWh	4'116'677	4'023'114	4'267'525	-3,5%
	1a	Electricity	kWh	1'782'011	1'854'056	2'011'640	-11,4%
		Hydropower	%	100	100	100	
	1b/c	Heat	kWh	2'334'666	2'169'058	2'255'885	3,5%
	1c	Renewable energy	kWh	306'134	309'714	294'239	4,0%
	1b	Fossil fuels	kWh	2'025'033	1'859'344	1'961'646	3,2%
	1b	Natural gas	kWh	1'613'256	1'343'939	1'368'343	17,9%
	1b	Fuel oil	kWh	411'777	515'405	593'303	-30,6%
302-3		Energy consumption per employee	tCO ₂	2,1	2,2	2,4	-12,5%
		Emissions per FTE mobility	tCO ₂	1,2	0,90	1,00	
	2	Total business traffic	km	150'011	148'226	227'682	-34,1%
	2a	Train	km	10'228	6'041	23'303	-56,1%
	2b/c	Car	km	139'783	134'400	193'023	-27,6%
	2d/e	Airplane	km	0	7'785	11'200	
		Office paper consumption					
301-1	3	Total paper consumption	kg	65'352	68'423	75'581	-13,5%
301-2	3a	Share of recycled paper	%	100	100	100	
	3d	Share of FSC paper	%	20	20		
		Water consumption					
303-5	4	Total water consumption	tCO ₂	2,5	3	3	
	4c	Drinking water	%	100	100	100	
		Waste					
306-3	5	Total waste	kg	24'625	49'302	55'355	-55,5%
		Greenhouse gas emissions					
	7	Total Scopes (ApME)	t	869	894	985	-11,8%
305-1	7a	direct (Scope 1)	t	435	411	439	-0,9%
305-2	7b	indirect (Scope 2)	t	2	2	2	
305-3	7c	Other indirect (Scope 3)	t	432	481	544	-20,6%
	7	Total source (ApME)	t	869	894	985	-11,8%
		Electricity	t	1,5	1,6	2	
		Heat	t	430	404	431	
		Business traffic	t	34	28	40	
		Commuting	t	432,1	340	378	14,3%
		Service vehicle consumption (Freight)	t	4,1	7	9	-54,4%
		Paper	t	103,4	107	122	
		Water	t	2,5	3	3	
		Waste	t	5,5	2	2	
305-4		GHG per employee	tCO ₂ /empl	2,1	1,9	2,1	-0,1%
		GHG per employee	tCO ₂ /ETP	2,5	2,2	2,4	4,2%
305-4		GHG per million of the sum of the balance	tCO ₂	58	57	53	10,4%

The 2022 figures are collected during the 2023 financial year, which is why we have a mandatory one-year lag for these figures.



Key figures for sustainable development

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
Workforce							
2-7	Number of employees (including apprentices and auxiliaries)	number	489	474	474	471	467
	- of which number of women	number	269	263	266	261	267
	- of which number of men	number	220	211	208	210	200
	Number of employees (full-time equivalent)	positions	422,4	404,8	406,5	403,8	400,1
	- Number of part-time employees	number	125,4	122,8	113,5	110,8	108,1
	- Number of part-time employees in % of total	%	29,7	30,3	27,9	27,4	27
	Women executives (from function level 5)	%	4,9	3	3	3,2	3,5
	Women managers (from function level 3)	%	19,5	16,7	14,6	12,4	12,7
	Women in total staff	%	55	55,5	56,1	55,4	56,7
	Change (net) in total	number	18	12	9	18	10
	Rate of fluctuation (net) in total	%	4,02	2,29	1,91	3,82	2,12
	Recruitment in total	number	41	23	28	28	28
	Total recruitment rate	%	9,59	5,27	6,51	6,51	5,84
	- Female recruitment rate	%	5,58	2,52	3,02	1,63	3,74
	- Male recruitment rate	%	4,01	2,75	3,48	4,88	2,1
Maternity / paternity							
401-3	Employees who have taken maternity leave	number	5	7	8	5	12
	Rate of return to work after maternity leave	%	80	100	100	100	91,6
	Employees who have taken paternity leave	number	3	5	8	8	7
Initial and ongoing training							
402-2	Employees with in-service training	number	465	450	425	426	423
404-1	Total number of employees in training	number	489	474	474	471	471
	- of which apprentices	number	19	20	20	19	20
	- of which participants in the internal training program	number	465	450	425	426	423
	- of which trainees	number	5	4	4	4	6
	Total initial and further internal training per employee	days	4	3,8	2,25	3,5	3,2
	Amount reserved for training	in thousand CHF	961	953	607	837	779
Health and safety at work							
403-10	Days of absence per employee						
	- due to illness	number	6,4	5,7	3,97	4,69	4,96
	- due to accident	number	0,71	0,35	0,89	0,94	0,93

GRI	BCF as an employer	Unit	2022	2021	2020	2019	2018
Diversity and equal opportunities							
405-1	Women on the Board of Directors	%	14,29	14,29	14,29	14,29	14,29
	Women in the Executive Board	%	16,6	16,6	20	20	20
	Women in senior management (power of attorney or general power of attorney)	%	6,4	7,8	7,7	3,9	3,6
	Women in senior management (from function level 5)	%	4,9	3	3	3,2	3,5
	Women in senior management (proxy, power of attorney or general power of attorney)	%	19,95	16,7	14,6	12,4	12,7
	Proportion of women in the total workforce	%	55,0	55,5	56,1	55,4	57,2
	Employees under 19 years of age	%	4,91	5,91	5,27	5,73	4,88
	Employees aged 20 to 29 years	%	16,56	16,03	17,09	15,71	16,77
	Employees aged 30 à 39 years	%	17,59	16,88	17,51	19,11	20,38
	Employees aged 40 à 49 years	%	21,68	22,15	21,94	20,6	21,87
	Employees aged 50 à 59 years	%	31,9	33,54	32,7	33,12	31,85
	Employees over 60 years of age	%	7,36	5,49	5,49	5,73	4,25
Social commitment							
201-1	Net Value Creation						
	- Sponsoring	CHF million	4	3,5	3,2	3,9	4
	- Public authorities	CHF million	64,6	62,3	69,9	70	69
	share to the Canton	CHF million	61,3	59,1	66,4	60	59
	share to the municipalities	CHF million	3,0	2,8	3,2	9	9
	share to the parishes	CHF million	0,3	0,3	0,3	1	1
	- Personnel costs	CHF million	71	62	61	60	58
Products and services							
Wealth management							
G4-FS8	Sustainable asset management mandates Private clients	number	32	22	2	0	0
	Sustainable asset management mandates Private clients	CHF million	14,6	9	1,37	0	0
	Share of sustainable mandates in total wealth management mandates Private clients (by volume)	%	3,6	2,6	introduced		
Financing							
G4-FS8	Eco-mortgages	CHF million	24,3	13,2	12,1	10,5	10,5
	Renovation Mortgages	CHF million	389,0	396,7	314,4	266,7	210,6
	Loans to public corporations (CDP)	CHF million	838,7	837,7	732,2	983,6	789,5
	Investments in federal, cantonal and municipal bond funds	CHF million	418,9	483,3	517	539,7	553,6

GRI	ApME	Corporate ecology and climate protection	Unit	2021	2020	2019	2019-20
301-1-3		Energy consumption					
	1	Building consumption	kWh	4'116'677	4'023'114	4'267'525	-3,5%
	1a	Electricity	kWh	1'782'011	1'854'056	2'011'640	-11,4%
		Hydropower	%	100	100	100	
	1b/c	Heat	kWh	2'334'666	2'169'058	2'255'885	3,5%
	1c	Renewable energy	kWh	306'134	309'714	294'239	4,0%
	1b	Fossil fuels	kWh	2'025'033	1'859'344	1'961'646	3,2%
	1b	Natural gas	kWh	1'613'256	1'343'939	1'368'343	17,9%
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302-3		Energy consumption per employee	tCO ₂	2,1	2,2	2,4	-12,5%
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		Office paper consumption					
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301-2	3a	Share of recycled paper	%	100	100	100	
	3d	Share of FSC paper	%	20	20		
		Water consumption					
303-5	4	Total water consumption	tCO ₂	2,5	3	3	
	4c	Drinking water	%	100	100	100	
		Waste					
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		Greenhouse gas emissions					
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		Electricity	t	1,5	1,6	2	
		Heat	t	430	404	431	
		Business traffic	t	34	28	40	
		Commuting	t	432,1	340	378	14,3%
		Service vehicle consumption (Freight)	t	4,1	7	9	-54,4%
		Paper	t	103,4	107	122	
		Water	t	2,5	3	3	
		Waste	t	5,5	2	2	
305-4		GHG per employee	tCO ₂ /empl	2,1	1,9	2,1	-0,1%
		GHG per employee	tCO ₂ /ETP	2,5	2,2	2,4	4,2%
305-4		GHG per million of the sum of the balance	tCO ₂	58	57	53	10,4%

The 2022 numbers are collected in fiscal year 2023, so we have a mandatory one-year lag for these numbers.



GRI Norm Global Reporting Initiative

GRI Norm	Designation	Cross-reference, explanatory comments and omissions ¹
General information		
The organisation and its reporting practices		
2-1	Organisation details	RG 2022 p.3, RDD 2022 p.14
2-2	Entities included in the organisation's sustainability reporting	RDD 2022 p.3
2-3	Reporting period, frequency and contact point	RDD 2022 p.3
2-4	Rephrasing of information	–
2-5	External assurance	The "Fair-ON-Pay+" label was audited by SGS. BCF meets all the requirements for the Carbon Fri label. BCF is Hydro certified by Groupe E SA
Activity and workers		
2-6	Activities, value chain and other business relationships	RDD 2022 p.8, p.14, p.32
2-7	Employees	RDD 2022 p.26-31
2-8	Workers who are not employees	–
Governance		
2-9	Governance structure and composition	RG 2022 p.14 – RDD 2022 p.15
2-10	Nomination and selection of members of the highest governance body	RDD 2022 p.15
2-11	Chair of the highest governance body	RDD 2022 p.15
2-12	Role of the highest governance body in overseeing impact management	RDD 2022 p.17
2-13	Delegation of responsibility for impact management	RDD 2022 p.17
2-14	Role of the highest governance body in sustainability reporting	RDD 2022 p.16-17 The Sustainability Report is reviewed by the Executive Board and the Board of Directors
2-15	Conflicts of interest	RDD 2022 p.17, p.26
2-16	Communication of major concerns	RDD 2022 p.15
2-17	Shared knowledge of the highest governance body	RG 2022 p.15-16, RDD 2022 p.15
2-18	Evaluation of the performance of the highest governance body	RDD 2022 p.15
2-19	Compensation Policies	RG 2022 p.16, 23, RDD 2022 p.21, p.27
2-20	Compensation Determination Process	RG 2022 p.23

¹ RG = Annual report; RDD= Sustainability report

GRI Norm	Designation	Cross Reference, Explanatory Comments and Omissions ¹
Strategy, Policies and Practices		
2-22	Statement on the sustainable development strategy	RG 2022 p.8, 27, RDD 2022 p.7-9, p.14-15
2-23	Political commitments	BCF is independent of any political commitment
2-24	Integration of political commitments	No political commitment
2-25	Process for remediation of negative impacts	RG 2022 p.57, RDD 2022 p.22-23
2-26	Mechanisms for seeking advice and raising concerns	RG 2022 p.57, RDD 2022 p.15, p.21
2-27	Compliance with laws and regulations	RG 2022 p.57, RDD 2022 p.15-18
2-28	Membership in associations	RG 2022 p.3, RDD 2022 p.17 BCF is, among others, a member of the Union of Swiss Cantonal Banks (UBCS) and the Swiss Bankers Association (SBA), which defend the interests of the Swiss banking sector and the cantonal banks
Stakeholder engagement		
2-29	Approach to stakeholder engagement	RDD 2022 p.14-15, p.20
2-30	Collective bargaining	None
Relevant topics		
3-1	Process for determining relevant themes	RDD 2022 p.20
3-2	List of relevant topics	RDD 2022 p.20
Environment		
Materials		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.30, RDD 2022 p.36-38
301-1	Materials used by weight or volume	RDD 2022 p.38
301-2	Recycled materials used	RG 2022, p.13, RDD 2022 p.37-38 More than 80% of the paper used by BCF is recycled paper
Energy		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.30, RDD 2022 p.13, p.36-38
302-1	Energy consumption within the organisation	RG 2022 p.28, RDD 2022 p.36-38 BCF obtains 100% of its electricity from Hydro Fribourg
302-3	Energy intensity	RDD 2022 p.35
302-4	Reduction of energy consumption	RDD 2022 p.37-38

¹ RG = Annual report; RDD= Sustainability report

GRI Norm	Designation	Cross Reference, Explanatory Comments and Omissions ¹
Water and Effluents		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.30, RDD 2022 p.36-38
303-1	Interactions with water as a shared resource	RDD 2022 p.37-38
303-2	Management of water discharge impacts	The Bank does not discharge any effluent
303-5	Water consumption	RDD 2022 p.37-38 Since 2013, BCF has reduced its water consumption by 26%
Biodiversity		
Relevant topics		
3-3	Management of relevant topics	–
304-1	Activity sites owned, leased or managed in or adjacent to protected areas and biodiversity-rich areas outside protected areas	–
Emissions		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.30, RDD 2022 p.13, p.36-38
305-1	Direct GHG emissions (scope 1)	RDD 2022 p.38
305-2	Indirect GHG emissions (scope 2)	RDD 2022 p.38
305-3	Other indirect GHG emissions (scope 3)	RDD 2022 p.38
305-4	GHG emission intensity	RDD 2022 p.36-38
305-5	Reduction of GHG emissions	RG 2022 p.28, RDD 2022 p.36-38R 24% reduction in CO2 emissions since 2013
Waste		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.30, RDD 2022 p.36-38 5% reduction in waste since 2013
306-1	Significant waste generation and impacts related to waste	RG 2022 p.28, RDD 2022 p.36
306-2	Management of significant impacts related to waste	RDD 2022 p.36
306-3	Waste generated	RDD 2022 p.38
Employer		
Employment		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.26
401-1	Recruitment of new employees and staff turnover	RDD 2022 p.26
401-2	Benefits given to full-time employees, not temporary or part-time employees	RDD 2022 p.27
401-3	Parental leave	RDD 2022 p.28
Relations employees / management		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.26
402-1	Minimum notice periods for operational changes	Insofar as they relate to the employment relationship, the periods of communication for changes in significant operational modifications correspond at least to the legal periods of notice or to those of the employment contract if the latter are longer

¹ RG = Annual report; RDD= Sustainability report

GRI Norm	Designation	Cross Reference, Explanatory Comments and Omissions ¹
Health and safety at work		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.28
403-1	Occupational health and safety management system	RDD 2022 p.28
403-2	Hazard identification, risk assessment and investigation of adverse events	RDD 2022 p.28
403-6	Worker health promotion	RDD 2022 p.28
403-9	Workplace accidents	RDD 2022 p.28
403-10	Occupational diseases	RDD 2022 p.28
Training and education		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.31, RDD 2022 p.29-30
404-1	Average number of training hours per year per employee	RDD 2022 p.29-30
404-2	Employee skills upgrading and transition assistance programs	RDD 2022 p.29-30
404-3	Percentage of employees receiving performance and career development reviews	RDD 2022 p.29
Diversity and equal opportunities		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.27
405-1	Diversity of governance bodies and employees	RDD 2022 p.27
405-2	Ratio of base salary and compensation for women and men	RDD 2022 p.13, p.27
Fight against discrimination		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.27
406-1	Cases of discrimination and corrective actions taken	There are no cases identified by BCF in 2022
Freedom of association and collective bargaining		
Relevant topics		
3-3	Management of relevant topics	None
407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	BCF makes its employees aware of the Swiss Association of Bank Employees (ASEB)
Finance and products		
Marketing and labeling		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.21
417-1	Product/Service Information and Labelling Requirements	There are no cases identified by BCF in 2022
417-2	Cases of non-compliance regarding product and service information and labelling	There are no cases identified by BCF in 2022
Confidentiality of customer data		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.21
418-1	Substantiated complaints about breaches of client confidentiality and losses of client data	There are no cases identified by BCF in 2022

¹ RG = Annual report; RDD= Sustainability report

GRI Norm	Designation	Cross Reference, Explanatory Comments and Omissions ¹
Fight against corruption		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.15
205-1	Activities assessed for corruption risk	RDD 2022 p.15, p.21
205-2	Communication and training on anti-corruption policies and procedures	RDD 2022 p.15
205-3	Proven cases of corruption and actions taken	There are no cases identified by the BCF in 2022
Anti-competitive behavior		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.15
206-1	Legal actions against anti-competitive behavior and antitrust practices	No complaints filed
Product portfolio		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.21
G4-FS6	Share of portfolio by business segment	RDD 2022 p.23
G4-FS8	Products and services with an environmental benefit	RDD 2022 p.22-25 In 2021, BCF launched two new mortgage products, the Eco Mortgage and the Eco Renovation Mortgage
G4-FS7	Socially useful products and services	RDD 2022 p.22-25
Active-Ownership Approach		
Relevant topics		
3-3	Management of relevant topics	RDD 2022, p.21-23
G4-FS10	Share of business customers with whom environmental and social issues are discussed	RDD 2022, p.21-23
G4-FS11	Share of investments whose environmental and social performance has been assessed	RDD 2022, p.21-23
Regional anchorage		
Economic performance		
Relevant topics		
3-3	Management of relevant topics	RG 2022 p.8, p.57, RDD 2022 p.32
201-1	Direct economic value generated and distributed	RG 2022 p.13, p.29, p.31, RDD 2022 p.34 In 2022, BCF paid CHF 64.6 million to the Canton, municipalities and parishes in the form of taxes, compensation for the State guarantee and remuneration of endowment capital
201-2	Financial implications and other risks and opportunities due to climate change	RDD 2022 p.36
201-3	Defined benefit and other pension plan obligations	RDD 2022 p.26
201-4	Public financial assistance	RG 2022 p.29, p.31, p.38, RDD 2022 p.18, p.34
Market presence		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.32
202-2	Percentage of senior managers recruited in the local community	In line with its commitment to regional roots, BCF recruits the vast majority of its staff locally, in its regional markets

¹ RG = Annual report; RDD= Sustainability report

GRI Norm	Designation	Cross Reference, Explanatory Comments and Omissions ¹
Indirect economic impacts		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.32-34
203-1	Investments in infrastructure and sponsorship	RG 2022 p.29, p.56, RDD 2022 p.32-33
203-2	Significant indirect economic impacts	RDD 2022 p.34
Local communities		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.8, p.34
413-1	Activities involving the local community, impact assessment and development programs	RDD 2022 p.32-34, p.36
G4-FS13	Access points in areas with low density or weak urban structures	RDD 2022 p.8 BCF customers have access to a vast network of branches and ATMs as well as self-service remote services
Shopping practices		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.34
204-1	Share of spending with local suppliers	RG 2022 p.29, RDD 2022 p.34 In 2022, 15.5 million francs worth of work and orders were awarded to SMEs in the region
Environmental assessment of suppliers		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.34
308-1	New suppliers analyzed using environmental criteria	RDD 2022 p.34
Social evaluation of suppliers		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.34
414-1	New suppliers analyzed using social criteria	RDD 2022 p.34
Public policies		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.32
415-1	Political contributions	RDD 2022 p.32
Individual indicator		
Relevant topics		
3-3	Management of relevant topics	RDD 2022 p.14, p.21
	Customer satisfaction	RDD 2022 p.14, p.21

¹ RG = Annual report; RDD= Sustainability report

Sustainable Development Goals SDG

No SDG	Sustainable Development Goals
ODD-1	No poverty
ODD-2	Zero hunger
ODD-3	Good health and well-being
ODD-4	Quality education
ODD-5	Gender equality
ODD-6	Clean water and sanitation
ODD-7	Affordable and clean energy
ODD-8	Decent work and economic growth
ODD-9	Industry, innovation and infrastructure
ODD-10	Reduced inequalities
ODD-11	Sustainable cities and communities
ODD-12	Responsible consumption and production
ODD-13	Climate action
ODD-14	Life below water
ODD-15	Life on land
ODD-16	Peace, justice and strong institutions
ODD-17	Partnerships for the goals

For more information on the theme of sustainability

bcf.ch/notre-engagement

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