

Key figures

GRI	BCF as an employer	Unit	2024	2023	2022	2021	2020
Workforce							
2-7	Number of employees (including apprentices and auxiliaries)	number	548	532	489	474	474
	- of which number of women	number	290	288	269	263	266
	- of which number of men	number	258	244	220	211	208
	Number of employees (full-time equivalent)	positions	458	443	423.4	404.8	406.5
	- Number of part-time employees	number	137.2	136.7	125.4	122.8	113.5
	- Number of part-time employees (%)	%	28.5	29.5	29.7	30.3	27.9
	Women in senior management (grade 5 and above)	%	9.6	7.3	4.9	3	3
	Women managers (grade 3 and above)	%	17.1	14.2	19.5	16.7	14.6
	Women in total staff	%	52.9	54.1	55	55.5	56.1
	Total change (net)	number	17	12	18	12	9
	Total turnover rate (net)	%	3.1	2.6	4.02	2.29	1.91
	Total recruitment	number	62	67	41	23	28
	Total recruitment rate	%	7.9	14.8	9.6	5.3	6.5
	- Female recruitment rate	%	37.2	50.7	67.7	41.4	47.6
	- Male recruitment rate	%	62.8	49.2	32.2	58.6	52.4
Maternity / paternity							
401-3	Employees who took maternity leave	number	6	7	5	7	8
	Rate of return to work after maternity leave	%	100	85	80	100	100
	Employees who took paternity leave	number	11	5	3	5	8
Initial and ongoing training							
402-2	Employees with in-service training	number	548	532	465	450	425
404-1	Total number of employees in training	number	548	532	489	474	474
	- of which apprentices	number	20	20	19	20	20
	- of which participants in the internal training program	number	523	506	465	450	425
	- of which trainees	number	5	6	5	4	4
	Total initial and further internal training per employee	days	4.2	4.2	4	3.8	2.25
	Amount reserved for training	in thousand CHF	1,000	1,065	961	953	607
Health and safety at work							
403-10	Days of absence per employee						
	- due to illness	number	6.4	4.4	6.4	5.7	4.0
	- due to accident	number	0.4	0.7	0.7	0.3	0.9
Diversity and equal opportunity							
405-1	Women on the Board of Directors	%	14.3	14.3	14.3	14.3	14.3
	Women in the Executive Board	%	16.6	16.6	16.6	16.6	20
	Women in senior management (holding a power of attorney or general power of attorney)	%	9.7	6.7	4.9	3.2	3
	Women in senior management (from function level 3)	%	17.1	13.9	6.4	6.1	5.9

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Diversity and equal opportunities							
405-1	Women in senior management (proxy, power of attorney or general power of attorney)	%	23.5	20.7	19.5	16.7	14.6
	Proportion of women in total workforce	%	52.9	54.1	55	55.5	56.1
	Employees under 19 years of age	%	3.8	5.3	4.9	5.9	5.3
	Employees aged 20 to 29	%	17	16.7	16.6	16.0	17.1
	Employees aged 30 to 39	%	16.9	18.8	17.6	16.9	17.5
	Employees aged 40 to 49	%	19.7	21.6	21.7	22.1	21.9
	Employees aged 50 to 59	%	34.7	29.9	31.9	33.5	32.7
	Employees over 60 years of age	%	7.9	7.7	7.4	5.5	5.5
Social commitment							
201-1	Net Value Creation						
	- Sponsorship	CHF million	4.2	4	4	3.5	3.2
	- Public authorities	CHF million	107.9	85.8	64.6	62.3	69.9
	share to the Canton	CHF million	103.3	80.5	61.3	59.1	66.4
	share to the municipalities	CHF million	4.1	4.5	3.0	2.8	3.2
	share to the parishes	CHF million	0.5	0.5	0.3	0.3	0.3
	- Personnel costs	CHF million	83	81	71	62	61
Products and services							
Asset management							
G4-FS8	Sustainable asset management mandates Private customers	number	49	32	32	22	2
	Sustainable asset management mandates Private customers	CHF million	23.3	14.6	14.6	9	1.37
	Share of sustainable mandates in total asset management mandates Private customers (by volume)	%	3.8	2.8	3.6	2.6	introduced
	Sustainable asset management mandates Institutional customers	nombre	5	5	-	-	-
	Sustainable asset management mandates Institutional customers	CHF million	623.4	572.8	-	-	-
	Share of sustainable mandates in total asset management mandates Institutional clients (by volume)	%	45.8	46.6	-	-	-
Financing							
G4-FS8	Eco-mortgages	CHF million	68.8	36.7	24.3	13.2	12.1
	Renovation Mortgages	CHF million	43.9	40.4	37.8	23.6	7.5
	Loans to public law corporations (CDPs)	CHF million	1064.7	924	838.7	837.7	732.2
	Investments in federal, cantonal and municipal bond funds	CHF million	519	493.4	418.9	473.3	517

GRI	ApME	Corporate ecology and climate protection	Unit	2023	2022	2021	2020	2020-2023
301-1-3		Energy consumption						
	1	Building consumption	kWh	3,130,567	3,649,280	4,116,677	4,023,114	-22.2%
	1a	Electricity	kWh	1,652,343	1,759,651	1,782,011	1,854,056	-10.9%
		Hydropower	%	100	100	100	100	0%
	1b/c	Heat	kWh	1,718,822	1,889,629	2,334,666	2,169,058	-20.8%
	1c	Renewable energy	kWh	51,566	273,056	306,134	309,714	-83.4%
	1b	Fossil fuels	kWh	1,667,256	1,396,000	2,025,033	1,859,344	-10.3%
	1b	Natural gas	kWh	1,082,857	1,135,164	1,613,256	1,343,939	-19.4%
	1b	Fuel oil	kWh	584,399	260,836	411,777	515,405	13.4%
302-3		Energy consumption per employee	tCO ₂	2	2	2.1	2.2	-18.2%
		Emissions per FTE mobility	tCO ₂	1	1	1.2	0.90	11.1%
	2	Total business traffic	km	215,288	243,624	150,011	148,226	45.2%
	2a	Train	km	48,313	17,183	10,228	6,041	699.8%
	2b/c	Car	km	166,975	157,181	139,783	134,400	24.2%
	2d/e	Aircraft	km	0	0	0	7,785	-100%
		Office paper consumption		60,868	69,260			
301-1	3	Total paper consumption	kg	60,868	69,060	65,352	68,423	-11%
301-2	3a	Share of recycled paper	%	100	100	100	100	0%
	3d	Share of FSC paper	%	100	100	20	20	400%
		Water consumption						
303-5	4	Total water consumption	tCO ₂	2.8	1	2.5	3	-6.7%
	4c	Drinking water	%	100	100	100	100	0%
		Non-significant waste						
306-3	5	Total waste	kg	17,478	15,226	24,625	49,302	-64.5%
		Greenhouse gas emissions						
	7	Total Scopes (ApME)	t	944	1,009	869	894	5.6%
305-1	7a	direct (Scope 1)	t	255	303	435	411	-38%
305-2	7b	indirect (Scope 2)	t	29	28	2	2	1350%
305-3	7c	Other indirect (Scope 3)	t	660	678	432	481	37.2%
	7	Total source (ApME)	t	944	1,009	869	894	5.6%
		Electricity	t	19.8	21	1.5	1.6	1137.5%
		Heat	t	300.3	399	430	404	-25.7%
		Business traffic	t	40	41	34	28	42.9%
		Commuting	t	399	394	432.1	340	17.4%
		Service vehicle consumption (Freight)	t	1	1	4.1	7	-85.7%
		Paper	t	114	144	103.4	107	6.5%
		Water	t	2.8	1	2.5	3	-6.7%
		Non-significant waste	t	8	9	5.5	2	300%
305-4		GHG per employee	tCO ₂ /coll	1.8	2.1	2.1	1.9	-5.3%
		GHG per employee	tCO ₂ /ETP	2	2.4	2.5	2.2	-9.1%
305-4		GHG per million of the sum of the balance	tCO ₂	33	36	32	32	3.1%

The 2023 figures are collected during the 2024 financial year, which is why we have a mandatory one-year lag for these figures.