

The cover features a central image of a four-person rowing team in a sleek, dark boat, positioned vertically. The background is a vibrant blue gradient with abstract, glowing white lines that resemble a circuit board or data network. On the left, a large, detailed green leaf is visible, with its veins and texture clearly shown. The overall aesthetic is modern, technological, and nature-inspired.

ANNUAL REPORT 2022

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BCGE Group

Key consolidated figures¹

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Balance sheet (in CHF million)	2022	2021	2020	2019	2018
Balance sheet total	30,034	28,294	27,542	24,919	23,034
Advances to clients	18,525	18,356	17,593	17,025	16,603
Client deposits and borrowings	24,223	22,831	21,375	18,965	18,056
Shareholders' equity	1,984	1,827	1,716	1,667	1,570

Results (in CHF million)					
Net profit from interest operations	286	228	216	231	247
Result from commission business and services	133	136	116	120	117
Result from trading activities	38	34	30	31	29
Other ordinary income	19	41	5	37	16
Total operating income	476	439	367	420	409
Operating expenses	261	254	237	239	232

Operating profit (in CHF million)	195	174	113	165	161
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Result of the period (in CHF million)	176	125	105	97	91
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Assets under management and administration (in CHF billion)	33.4	34.1	31.8	30.4	26.7
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Total number of employees

• by full-time work units	873.6	834.1	819.6	780.4	760.6
• by persons	926	886	873	833	811

Ratios (%)

Shareholders equity / total assets	6.6	6.5	6.2	6.7	6.8
Market capitalisation to equity	65.1	63.3	66.7	84.0	88.1
Operating profit to equity	10.1	9.7	6.7	10.1	10.5
Return on Equity (ROE)	9.1	7.0	6.2	5.9	5.9
Costs / income	54.9	57.8	64.7	56.9	56.7
Capital coverage	16.5	16.5	16.2	16.1	15.6
Payout ratio	29.5	34.3	32.7	34.4	37.0

Figures per share (in CHF)

Shareholders' equity	276	254	238	232	218
Operating profit	27	24	16	23	22
Net profit	24	17	15	13	13
Dividend per CHF 50 share	5.5*	4.5	3.75	3.75	3.4

Stock market data (parent company)

High and low share prices (in CHF)					
• high	182	175	204	204	198
• low	159	153	157	192	162
• close	180	161	159	195	192
Market capitalisation (in CHF million at 31 December)	1,292	1,156	1,145	1,400	1,382
Number of shares in thousands (historic information)	7,200	7,200	7,200	7,200	7,200
Share price / earnings (P/E ²)	7.3	9.3	10.9	14.4	15.2

* Proposal submitted to the General Meeting on 2 May 2023.

¹ See page 92, Comments on the Group financial statements.

² P/E: price-earnings ratio – multiplying the net profit of a company by the price-earnings ratio equals the current share price.

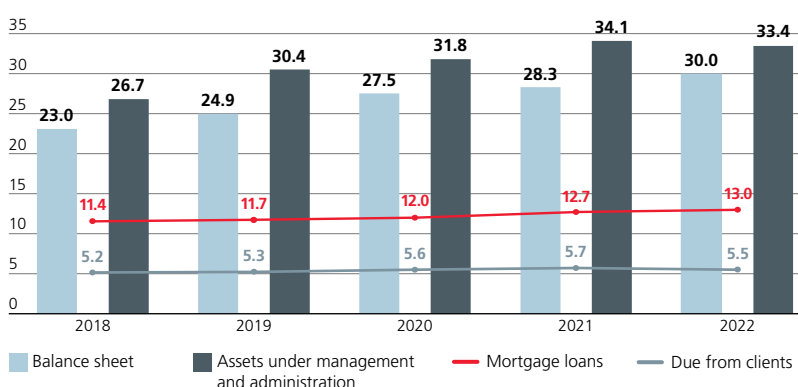
2022 Performance

Performance indicators prove strong

The Bank's economic performance in 2022 was excellent. Turnover growth reflects appropriate strategic positioning that harnesses the dynamism of buoyant economic sectors, while net profit is at a record level.

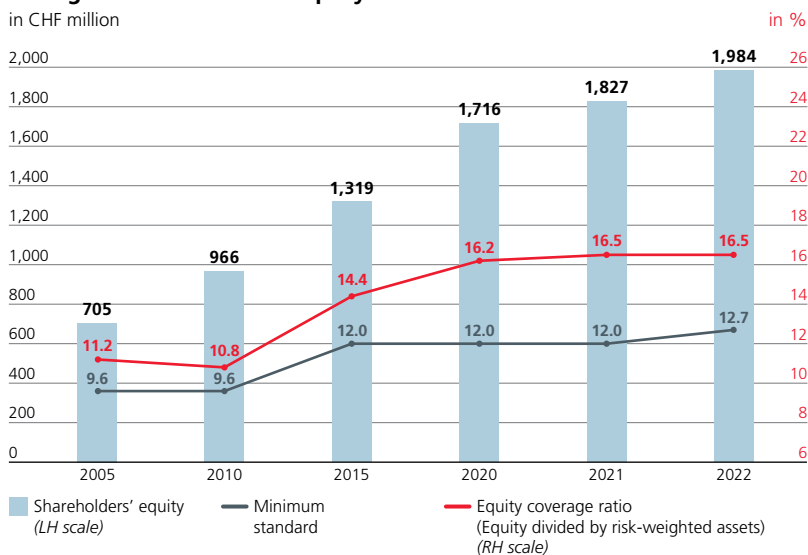
33.4
billion
in assets under
management and
administration

Changes in the balance sheet and major business areas
in CHF billion



1,984
million
of shareholders' equity

Change in shareholders' equity¹
in CHF million



¹ Minimum shareholders' equity pursuant to the Ordinance on Capital Adequacy (Art. 42 CAO of 1 June 2012 – as at 01.01.2023).

Message from the Chairman

Turning out very good results despite a volatile environment

4



Manuel Leuthold

In 2022, BCGE reported its best-ever operating result, surpassing the record level of 2021. This year's solid results were achieved without detriment to the Bank's risk profile. Indeed, during this demanding year, the various risks our activities are subject to were closely monitored by the entire organisation, right up to its highest level. Our focus was equally on the efficient use of our capital.

Managing a bank is first and foremost about managing risks. Our specialists tasked with maintaining the equilibrium of our balance sheet enabled the Bank to come through this year of great turbulence not only unharmed, but capable of seizing the opportunities presented by these dynamic markets.

2022, a year of economic contrasts

The year under review was one of contrasts which regularly blew both hot and cold. Numerous uncertainties associated with inflation, international tensions, the war in Ukraine, supply difficulties affecting materials and components, higher energy prices, pension financing – to mention only a few – had a depressing effect on all actors in the economy. Yet that economy showed itself to be surprisingly robust. As a whole, company results ranged from good to excellent, allowing us to keep our loan default rate at a very moderate level.

The property market continues to command all our attention. After years of strong growth, prices marked time in 2022, while remaining at a very high level. A variety of factors – land availability and restrictions on building zones, the length and complexity of planning permission procedures for building or renovation, sustained immigration, historically low vacancy rates – all point to demand continuing to outstrip supply and renewed pressure on prices. Higher mortgage rates are dampening buyers' enthusiasm, though without affecting price levels. A responsible lending policy and close monitoring of our portfolio are indispensable elements ensuring our long-term future in this business segment.

The prudent and effective investment policy that the Bank applies to its own assets and those of its clients proved its worth in a particularly bad year for the financial markets. While our assets under management performed negatively as a whole, they did so to a lesser degree than a good number of our competitors, and the positive flow of capital towards the Bank was maintained despite the market decline.

An offer to suit our clients' expectations

Our clientèle is very diverse in terms of profile, location, activity, habit, and therefore needs. Responding to their disparate expectations is a daily challenge. We at the Bank review our products and services continuously, having integrated a digital dimension that has become the new normal, despite the additional investment and demanding level of security required to do so.

We also provide high quality advice and faultless execution, while supplying products and services that incorporate the sustainability dimension that our clients increasingly expect; this applies both to the investment business and to loans for improving the energy efficiency of buildings.

Well-grounded governance

Although the Bank already boasts of a favourable position and good results, we are continuing to build equity. On the one hand, this is so we can help our clients with their activities and projects, thereby accomplishing the Bank's mission of supporting the economy and people of the Canton of Geneva. On the other, it is to be better prepared, by ensuring the strong presence and stability needed in case times become more difficult.

This year, major efforts were again made to implement new regulations and to integrate them into our processes and IT systems. We've strengthened our risk and controls monitoring along with the compliance management of our activities in all aspects. The Bank is a conscientious institution that continues to demonstrate environmental and social responsibility throughout its work.

Allocation of 2022 income

Any positive performance achieved during the year under review should benefit all the Bank's stakeholders, and our shareholders first and foremost.

The dividend proposed at the General Meeting by the Board of Directors is 22% greater than the previous year, equaling CHF 5.50 per share (CHF 4.50 in 2021). The dividend received by the State of Geneva, as major shareholder, should increase, as will the taxes to be charged on this excellent result.

Our private shareholders will have had the satisfaction, over and above the higher dividend, of seeing the value of their shares increase in 2022, even though the stock markets were losing substantially in value.

Our staff and management will also benefit from this increased profit. Such a result is the fruit of their labour, professional skills, commitment, vigilance and sense of responsibility.

A substantial proportion of the profit will be reinvested in the Bank itself which, with its equity reinforced and thus its long-term future underpinned, will continue to be worthy of its excellent rating. For its partners and clients, this rating is a key indication of credibility and quality.

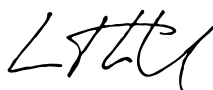
Changes within the Board of Directors

The General Meeting of 3 May 2022 saw the departure of three members of our Board; Gina Empson stepped down during her term, while Angela De Wolff and Jean-Marc Mermoud both reached the end of their terms. I should like to thank them most warmly for their remarkable commitment to the service of the Bank.

“The prudent and effective investment policy that the Bank applies to its own assets and those of its clients proved its worth in a particularly bad year for the financial markets.”

Their successors, Fabienne Bertolucci, Sandrine Salerno and Vincent Mottet, were soon integrated within the Board and are contributing to its dynamics and excellent cooperative spirit.

My thanks also go to our shareholders for their support and confidence in us, and to our partners for having chosen us; to all the staff and management for their commitment and loyalty, and to my colleagues on the Board of Directors for having made such a substantial contribution.



Manuel Leuthold
Chairman of the Board of Directors

Message from the Chief Executive Officer

Staying on course

6



Blaise Goetschin

The BCGE Group has once again produced high-quality results. The Bank and its specialist units have improved their market competitiveness, both in terms of new client numbers and lending volumes or assets under management. Its turnover of CHF 476 million places the Bank among the leading cantonal banks. Productivity benefited from growing economies of scale in revenues and goes forward with an improved cost income ratio of 54.9%. Lastly, profitability is in good shape, with a return on equity of 10.1%. The proposed dividend is up by 22%. Proving its resilience, market capitalisation rose by 11.8%, whereas the Swiss equities market fell 16.7% (SMI index).

This favourable performance provides powerful encouragement for us to stay on the current strategic course and keep to the broad trajectories adopted by our business units, which involve changes in technology and infrastructure. We are a bank with not only an international focus, but also one with a spotlight on the people of Geneva. A bank that works with the smallest companies as well as those operating worldwide. A bank that finds the right balance between investments in digitalisation and the need to control costs.

An increasingly complex environment

We are all familiar with the storyline of recent times. The pandemic, a conventional war in Europe, excessive public debt in Europe and America, volatile energy costs, the increasing rarity of certain commodities; the list gets longer month by month. To these global dangers may be added those risks more directly linked to the banking sector.

Some examples of these: non-conventional measures in monetary regulation, failure to regulate private cryptocurrencies or, conversely, excessive regulation of traditional business; the rushed introduction of systems that are at once very costly and operationally risky, such as open banking or instant payment; or making employees penally liable in matters of compliance, or those in executive positions more generally so, turning their jobs into increasingly high-risk occupations. This accumulation

of rules generates a volume of work and investment which – it has to be said – erodes the banks' revenues and gives rise to CO₂ emissions that are not entirely necessary.

Finally, we should note how protectionism has emerged in the financial arena as well. It has done so in many forms, both overtly and indiscreetly, but which all put a brake on the free movement of capital and services. These are unfavourable trends in Switzerland's financial centre, which was built on the principles of free trade and the export of services in open markets.

A bank on ever firmer foundations

The Bank is constantly reinforcing its defensive capabilities. In terms of compliance risks – transactional, fiscal, regulatory or anti-money laundering – in 2022 the BCGE Group continued to fine-tune its machinery for preventing, detecting and dealing with any signs of irregularity. These developments impacted the structures themselves, the recruitment of specialists, screening regulations and operating processes – particularly as regards IT, with a heightened role for artificial intelligence tools.

To prevent regulatory risks as regards greenwashing, the Bank has established a targeted offering of investment instruments which are mostly subject to recognised independent rating; these allow clients to determine their expectations in terms of responsible finance.

The Bank has invested substantially in physical security and cyber defence, notably in testing and training at all levels. In terms of its financial soundness ratios, the Bank has built up a strong position in terms of equity coverage (16.5%), liquidity reserves (liquidity covered ratio 170%), ability to absorb general risks (CHF 250 million) or counterparty risk (CHF 36.5 million). The Standard and Poor's rating of AA-/A-1+/Stable confirms this reliability, and confers both a regulatory and a business advantage.

“In a turbulent world, a well grounded, stable and reliable bank offers many advantages to clients seeking security, loyalty and dialogue. This challenge of reconciling modernity and tradition is charged with meaning for the teams and units of the BCGE Group.”

A strategic course that remains rewarding

Defining a strategy is one thing; putting it into practice is another, as it rigour and continuity. Rigour to avoid a lack of focus and to require each unit to converge on precisely defined objectives. Continuity to avoid a lack of focus and wasting time in stop-go mode. To stay on course and patiently build positions in the markets targeted.

The current strategic plan is founded on a very broad and diverse offering to retail and corporate clients. It is based on geographical area allocated by business unit, on 31 sites in Switzerland and abroad (see *summary table on page 16*), the development of specific branded products and on personalised client relationships.

A modern strategy that responds to the ever more demanding expectations of market segments:

- A pressing demand to execute current transactions digitally. Here, the Bank is in a good position to provide all its basic services online, particularly on mobile phones.

- A growing demand from companies for rapid financing decisions. Here, the Bank has a flexible and effective structure for analysis, independent assessment and decision-making, particularly by virtue of its human scale and its organisational model, free of unnecessary complexities.
- A demand for transparency and loyalty in the area of private and institutional management. Here, the Bank offers a tightly delimited range of solutions, in line with its philosophy of selective investment, (bcge.ch/en/home > *Individual clients* > *Private banking* > *Discover our investment philosophy e-document*), which excludes many plans and schemes of a speculative nature.

In a turbulent world, a well grounded, stable and reliable bank offers many advantages to clients seeking security, loyalty and dialogue. This challenge of reconciling modernity and tradition is charged with meaning for the teams and units of the BCGE Group. I take this opportunity to thank them warmly for their commitment, their creativity and their sense of service.



Blaise Goetschin
CEO

Stock exchange listing

The BCGE share price is progressively adjusting its intrinsic value

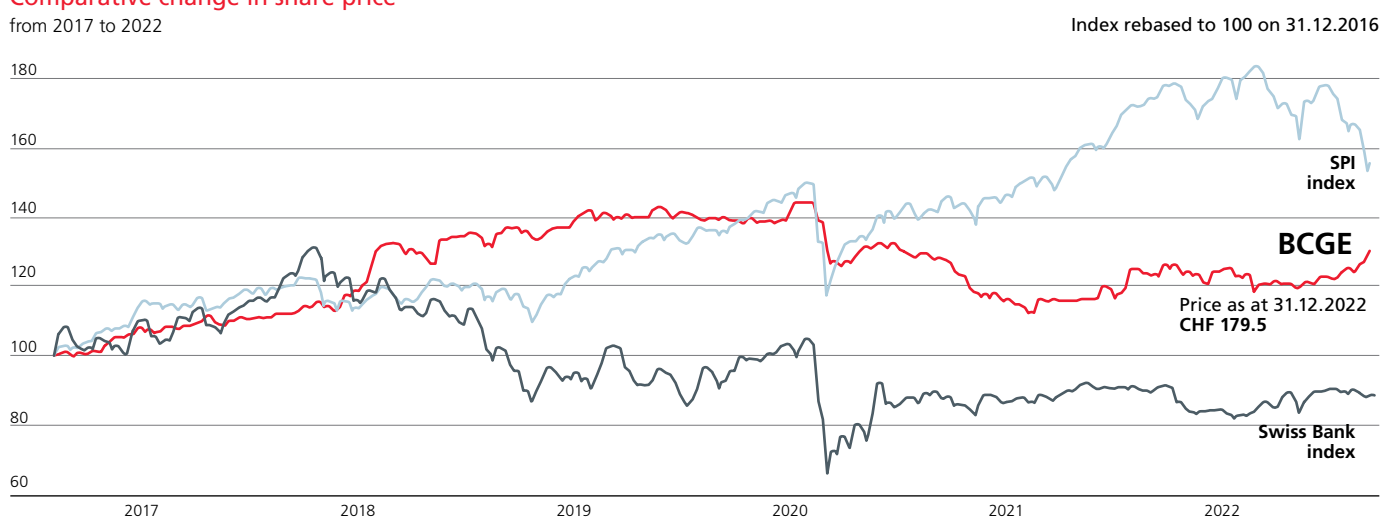
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The yield on the BCGE share in 2022 was CHF 5.50, i.e. 11% of the par value (proposed to the AGM on 2 May 2023). The 2023 dividend therefore represents a 22% increase from the previous year.

- The BCGE share had an excellent year in 2022, increasing in value by 11.8%.
- In view of these excellent results, the share has substantial upside potential: against its current market value of CHF 179.5, net asset value per share is CHF 278.7.

Comparative change in share price

from 2017 to 2022



BCGE stock exchange reference (symbol)

Swiss stock exchange listing	SIX Swiss Exchange
Reuters	BCGE.S
Bloomberg	BCGE SW
Telekurs	BCGE
Stock number	35 049 471
ISIN number	CH0350494719

Structure of BCGE capital of CHF 360 million

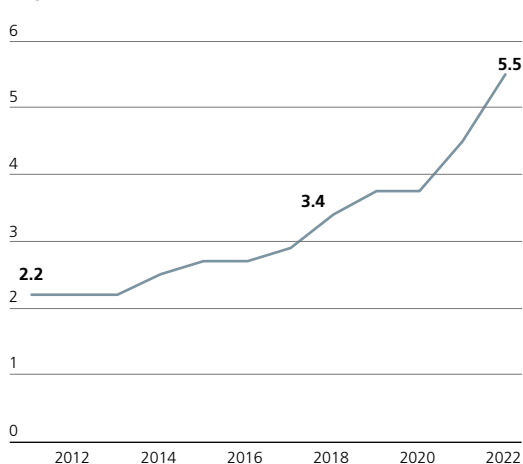
	Number of shares
Registered shares, par value CHF 50	7,200,000

Standard & Poor's (S&P) Rating

AA-/A-1+/Stable

Change in dividend from 2010

Adjusted price per registered share in CHF



Ratios (%)	2022	2021	2020	2019	2018
Shareholders' equity / total assets	6.6	6.5	6.2	6.7	6.8
Market capitalisation to equity	65.1	63.3	66.7	84.0	88.1
Operating profit to equity	10.1	9.7	6.7	10.1	10.5
Return on Equity (ROE)	9.1	7.0	6.2	5.9	5.9
Costs / income	54.9	57.8	64.7	56.9	56.7
Capital coverage	16.5	16.5	16.2	16.1	15.6
Payout ratio	29.5	34.3	32.7	34.4	37.0

Figures per share (in CHF)

Shareholders' equity	276	254	238	232	218
Operating profit	27	24	16	23	22
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Dividend per CHF 50 share	5.5*	4.5	3.75	3.75	3.4

* Proposal submitted to the General Meeting on 2 May 2023.

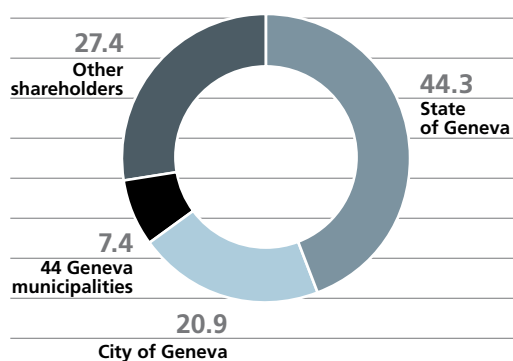
Stock market data (parent company)

High and low share prices (in CHF)					
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• close	180	161	159	195	192
Market capitalisation (in CHF million at 31 December)					
	1,292	1,156	1,145	1,400	1,382
Number of shares in thousands (historic information)					
	7,200	7,200	7,200	7,200	7,200
Share price / earnings (P/E*)					
	7.3	9.3	10.9	14.4	15.2

* P/E: price-earnings ratio – multiplying the net profit of a company by the price-earnings ratio equals the current share price. The P/E ratio is often used to assess how profitable a purchase has been.

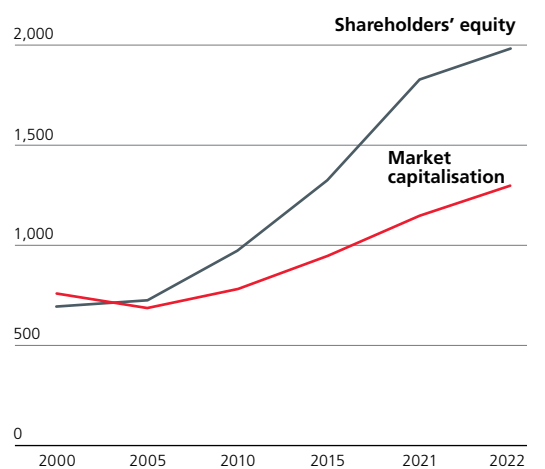
Share ownership and voting rights

(in %)



Change in shareholders' equity and market capitalisation from 2000 to 2022

in CHF million





Financial advice

Day-to-day banking services

Financial markets

Private banking

Strategic financial consulting

Collective investment products

Institutional investors

Personal loans

Financing of public authorities

Savings and pensions

Banks and insurance companies

Commercial property finance

Business finance

Global commodity finance

Universal

BCGE is a universal and highly specialised bank. Its business model is organised by market segment. It operates 14 business lines to meet its clients' requirements in a competitive and sophisticated manner.

BCGE Group

With an international presence on 31 sites



BCGE REPRESENTATIVE OFFICES



BCGE, banking solutions made in Geneva

A universal bank since 1816, BCGE provides high-quality services to personal, corporate and institutional clients in Geneva and the surrounding area. It plays a vital role in supporting and boosting the regional economy.

BCGE is active in the following areas: retail banking services, private banking, asset management, investment funds, pension planning advice, mortgages and individual, corporate and public authority lending. It operates a trading room and offers services in financial engineering, valuation and transfer of companies, private equity and trade finance.

The BCGE Group has 21 branches in Geneva and offers some of its services through offices in Zurich, Lausanne, Basel, Paris, Lyon and Annecy. It has representation offices in Dubai and Hong Kong. It currently has 926 staff (or 873.62 full-time equivalents as at 31.12.2022).

BCGE is listed on the Swiss stock exchange, SIX Swiss Exchange (stock no. 35 049 471 / ISIN CH0350494719) and is rated AA-/A-1+/stable by the Standard & Poor's rating agency.

bcge.ch



SUBSIDIARIES

Banque Cantonale de Genève | France



Annecy

1993



Lyon

1993



Paris

2010

Alain Besse

(Head office)
Sébastien Collado

Nicolas Charavner

With its headquarters in Lyon and offices in Annecy and Paris, Banque Cantonale de Genève | France SA (BCGEF) is a wholly-owned BCGE subsidiary.

It offers financing services to businesses and real estate professionals, in addition to wealth management for private clients.

BCGE France contributes to the development of the economic zone stretching from Lyon to Geneva; it has a staff of 70 as at 31.12.2022.

Despite an economic situation severely impacted by inflation and a rise in rates, BCGEF maintained a good level of activity and profitability.

The Bank continued to develop its financing activities, particularly in the corporate area, while prioritising risk management: lending remained stable at EUR 873 million (-1%). In private banking, assets under management were EUR 556 million (-8 million), in a context of very volatile financial markets. Net profit was EUR 9.7 million (-1.4 million), reflecting the bank's investments in its structural projects.

On 1 April 2022, Sébastien Collado was appointed Chairman of the Board of BCGEF, in place of Eric Wesse.

In the area of refinancing, BCGE (France) continues to benefit from the support of its parent company. Client deposits constitute a complementary source of funding.

bcgef.fr

CAPITAL TRANSMISSION

Geneva, Zurich

Frédéric Tixier

2008

Capital Transmission SA, Geneva, is a private equity investment company that aims to create sustainable added value for the firms it invests in.

Capital Transmission undertakes equity investment in business transfer and expansion operations in the Geneva region and also in Switzerland. In some specific cases it may operate in Europe.

It has investment capacity that allows it to support companies and executives over the long term and to assist their projects by acquiring minority shares, or through mezzanine loans.

Capital Transmission SA has CHF 88.9 million net invested in 20 companies.

In 2022, Capital Transmission SA undertook 1 new investment and 1 disposal.

capitaltransmission.ch

dimension

Lausanne Geneva, Zurich

Arthur Magis

2015

Dimension SA is an independent entity, founded in 1994, specialising in the sale, acquisition and evaluation of companies.

The company, based in Lausanne, Geneva and Zurich, has been part of the BCGE Group (as a wholly-owned subsidiary) since 2015.

A company specialised and recognised in its field, Dimension is a key partner for entrepreneurs, helping them present their companies in the best light and carrying out company transfer operations.

In 2022, Dimension SA conducted 5 company transfer projects and 9 evaluation and consultancy briefs.

dimension.ch

LOYAL FINANCE

Zurich

Bernhard Urech

2019

Loyal Finance AG is an independent wealth management company created in Zurich in 1991 with the status of a collective investment scheme manager. The company is a recognised bond management specialist, principally active with institutional investors in German-speaking Switzerland.

Having obtained the necessary licences, BCGE acquired ownership of 60% of the equity of Loyal Finance AG at the end of May 2019. The balance of 40% will be formally transferred in 2023, in accordance with the staged acquisition plan.

This acquisition strengthens the BCGE Group's bond management expertise, along with its client relations and service on a national level. The Loyal Finance AG subsidiary has been consolidated since 1 June 2019.

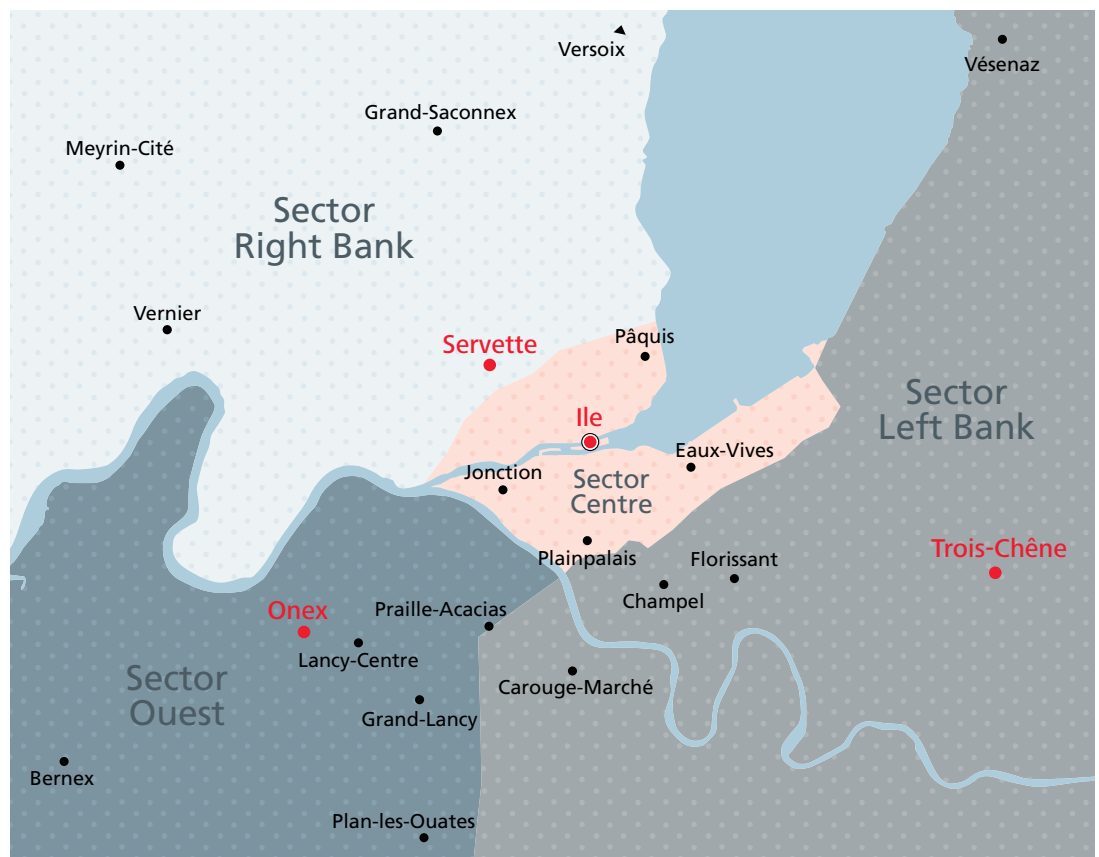
loyalfinance.ch

Proximity

A bank rooted in Geneva's neighbourhoods and districts

The welcoming ambiance of BCGE's local branches encourages detailed, in-depth conversations, giving rise to the best solutions.

Digitalisation to be closer to clients.



● 4 main branches
 (● Head office)

4 sectors Centre, West, Right Bank, Left Bank

● 21 BCGE branches, the densest network in the canton, ensuring proximity and personal customer service.

A leader in Swiss banking

Choosing a course of action specific to each market segment

BCGE is a bank with a strategy aimed at long-term, sustainable success. The Bank is active in multiple markets, serving both individuals (natural persons) as well as companies and institutions (legal entities).

A financial policy aimed at longevity

To respond competitively to the needs of such a diverse clientèle, the Bank has developed specific business lines, organised into strategic activity portfolios. BCGE's business model is that of a universal bank. A number of horizontal operational principles determine its overall structure.

The main financial objective is for the Bank to grow steadily in value. This value is based on the expected total of free cash flow. The increase in total free cash flow depends essentially on the organic and qualitative growth of business (the incremental growth business model).

Strategic decisions and operational management prioritise long-term growth in the Bank's equity (reflected by market capitalisation) – if necessary, to the detriment of short-term profitability. The intention is to avoid under-investment or an excessively raised risk profile, and to ensure that the Bank's ethical practice is not undermined in any way.

A response adapted to each market segment

BCGE calibrates its business lines, commercial policy and resources on the basis of a detailed study of markets, an evaluation of how accessible these are and what potential they have. Its goal is to occupy the number one position in Geneva while contributing to the reach of Geneva's economy in Switzerland, France and on an international scale.

5 of its 14 business lines are centred on individual clients: day-to-day banking services, fundamental financial planning, savings and pensions, private banking and private finance. These represent one-third of the Bank's total income.

Of the 8 business lines devoted to companies and institutions, 4 are associated with lending: corporate finance, business property finance, public authorities finance and trade finance. The remaining business lines are: strategic financial advice, financial markets, services to institutional investors and services to banks and insurance companies. Two-thirds of the Group's total income is achieved with public and private companies and institutions.

The fourteenth business line creates and manages investment vehicles offered to the Bank's clients or distributed through investment platforms. The Bank manages this portfolio of 14 business areas with the aim of optimising the profitability/risk ratio of each, while fostering operational synergies among them. It builds competitive positions and seeks to attain leadership in each of its business lines. It capitalises on its reputation as a safe, transparent and innovative bank.

BCGE maximises use of its available equity, while ensuring its continued existence with a safety margin defined in the regulatory framework and in its own financial policy.

Lastly, a number of the Bank's business lines have an international aspect in order to support Swiss economic actors in more geographically distant markets. Consequently, around one third of its income is denominated in USD or EUR.

This diversification of business lines and markets offers excellent growth prospects and lowers the Group's risk profile.

Strategic priorities for 2023

- **Core partner for the regional economy and SMEs.**
- **Key player in the financing of private and social housing in Geneva.**
- **Private banking specialist for the Swiss and international economy.**
- **Expert in asset management and investment funds.**
- **Contributor to Geneva's economy and trade in Switzerland and around the world.**
- **Promoter of a banking digitalisation accessible to all and with a human touch.**
- **The bank offers solutions that meet the sustainable finance preferences of its private and institutional clients.**

Business model

Organisation by strategic activity

MANAGEMENT ENTITIES¹ PARENT COMPANY

Finance Division	Geneva Division	International Division	Corporate Companies	Asset Management Division
Frédéric Vernet	Pierrette Jatou Klopfenstein	Yves Spörri	Virginie Fauveau	Urs Ziegler
64 staff in Geneva	256 staff in Geneva	141 staff in Geneva, Lausanne, Basel, Zurich, Hong Kong and Dubai	65 staff in Geneva and Zurich	38 staff in Geneva and Zurich
<ul style="list-style-type: none"> Provides a structured, effective and adaptable framework, generating competitive financial conditions for the Bank and its front office units. Implements risk prevention procedures and ensuring the efficiency of the internal control system. Carries out intensive quality control in corporate and individual lending. Actively manages the Bank's balance sheet so as to control the risks inherent in banking activities and guarantee the institution's competitiveness. Undertakes the Bank's financial and strategic planning, and deploying stress test scenarios. 	<ul style="list-style-type: none"> Specifically dedicated to serving Geneva, its people, its small businesses, its tradespeople and its independent professionals. Dense network of 21 branches and automated banking throughout the canton. 24-hour online banking. 7-day hotline. Specialised private banking unit for Geneva clients. 	<ul style="list-style-type: none"> Contributes to the reach of Geneva's economy in Switzerland, France and internationally. Consultancy and financing for companies active in international trade and the import/export of commodities. International private banking: wealth management and personalised banking services for non-resident private clients (Swiss or foreign). Real estate finance in Rhône Alpes and Ile-de-France for Swiss resident and cross-border clients, directly or in collaboration with Banque Cantonale de Genève France SA. Monitors relationships with banks and insurance companies, with a "bank services for banks" approach. BCGE branches in Lausanne, Zurich and Basel. 	<ul style="list-style-type: none"> Dedicated to medium-sized and large companies, multinationals, international organisations, large associations, foundations, diplomatic missions and NGOs. Leader in professional real estate in Geneva. Financial partner for public authorities in Geneva in Switzerland. Comprehensive financial planning for directors of private companies or public authorities. Mergers and acquisitions, private equity and financial engineering. 	<ul style="list-style-type: none"> Advises institutional clients on investment strategies. Centralised management of all the Group's investment mandates, funds and instruments. Distributes the Group's investment products in Swiss and foreign markets.

MAIN BUSINESS LINES

RETAIL BANKING					
Day-to-day banking services					
Savings and pensions					
Financial advice					
Private banking					
Personal loans					
COMPANIES					
Corporate finance					
Commercial property finance					
Financing public authorities					
Global Commodity Finance					
Strategic financial consultancy and M&A					
Financial Markets					
Institutional investors					
Banks and Insurance Companies					
INVESTMENT PRODUCTS					
Collective Investment products					

¹Number of employees: figures as at 31.12.2022.

Legal and Compliance Division

Philippe Marti

46 staff
in Geneva

- Reduces the Bank's legal exposure by providing the divisions and executive bodies with legal support in all areas of activity.
- Monitors the Bank's adherence to current laws and regulations; ensuring the introduction and execution of required compliance checks, particularly as regards money laundering. Continuously evaluating the non-compliance risk associated with the institution's activities.
- Monitors the compliance of the Bank's activities with Swiss and foreign tax regulations.
- Manages risk positions to best advantage and minimising potential losses from impaired loans by means of rigorous litigation management.

Operations Division

Jean-Marc Joris

164 staff
in Geneva

- Provides the BCGE Group with an operational service production platform that is able to serve all business line strategies and regulatory requirements within a highly productive framework.
- Reduces IT and logistics costs by means of a strategy of continuous renegotiation.
- Defines and implements a technological strategy and an organisational plan that allows the Bank to anticipate and adapt to rapid and significant changes in the sector that affect its markets.
- Defines and implements a holistic physical and IT security system.

SUBSIDIARIES



Sébastien Collado

International Division

70 staff
in Lyon, Annecy and Paris

- Real estate, commercial and housing finance: development, estate agents, long-term heritage property.
- Corporate banking: medium- and long-term company financing and transfer operations.
- Private management: helping business leaders manage their personal wealth and professional assets, by applying the Group's asset management and wealth engineering expertise.



Frédéric Tixier

Corporate Division

0 staff²
in Geneva and Zurich

- Private equity.
- Growth finance.
- Management buyout.
- Minority participations.



Arthur Magis

Corporate Division

3 staff
in Lausanne, Geneva and Zurich

- Business sale consultancy.
- Business acquisition consultancy.
- Financial evaluation and business improvement.
- Strategic financial consultancy.



Bernhard Urech

Asset Management Division

5 staff
in Zurich

- Institutional management.
- The Group's bond management expertise centre.

DIGITAL



Stefan Schmid

Geneva division


- Avantage service is the main online savings and loans application (within Switzerland only).
- Opens accounts and arranges financing for private clients.

² Capital Transmission's operations are undertaken by the Corporate Division staff.

Operating structure

As at 1 March 2023

Executive Board



Blaise Goetschin
Chief Executive Officer (CEO)


Chief of Staff, Leadership and planning
Irene Diez

Corporate affairs and Communication
Christophe Weber

Marketing
Christian Hamm

Human Resources
Elisabeth Ray Tang

Finance Division



Frédéric Vernet
Member of the Executive Board, CFO, CRO*

Finance Chief of Staff
Jérémy Linder

ALM (Asset and Liability management)
Marc Doerks

General Accounting
Yvan Nicolet

Financial Controller
Louis Ghaleb

Financial Markets and Treasury
Richard Christinat

Risks
Nicolas Dervaux

Valuation and credit risks

Operating risk and data

Regulatory oversight and risk reporting

Geneva Division



Pierrette Jatton Klopfenstein
Member of the Executive Board

Branch network management and business development
Christelle Didier

Online Banking
Paulo Oliveira

Digital Business Development
Paul Mouktar

SMEs and Self-employed
Claude Bagnoud

Private banking Swiss clients
Franco Furcolo

Sector Centre
André Thiévent

Sector West
Céline Duret Quitadamo

Sector Right Bank
Alexandre Scala

Sector Left Bank
David Bottoli

International Division



Yves Spörri
Member of the Executive Board

International Chief of Staff
Josiane Tistounet

Private Banking Switzerland
Oliver Riberzani

Zurich

Basel

Lausanne

International Private Banking
Claudio Pietroforte

International Private Clients

International Private Banking Geneva

Independent Asset Managers

Representative offices
Dubai
Hong Kong

Global Commodity Finance
Nicolas Demierre

Commodity Trade Finance

Global Commodity Finance Operations

Credit and Project Management

Collateral and Transaction Management

Banks and Insurance Companies
Boris Bijleveld

International corporate and property finance
Catherine Raphoz

Banque Cantonale de Genève | France SA



Sébastien Collado

* CEO: Chief Executive Officer
CFO: Chief Financial Officer
CRO: Chief Risk Officer

Corporate Division



Virginie Fauveau
Member of the Executive Board

Chief of Staff Corporates and Business Development
Catherine Million

Public Authorities
Alain Voirol

Corporate Finance
Ozren Balearic
Corporate Advisory
Private equity / M&A

Swiss Corporate Clients
Grégoire Borlat

Real Estate and Construction
Sylvie Hoecht

Multinationals and International Institutions
Grégoire Borlat

Participations and Workout
José-Luis Rivera

Personal Finance and Staff Banking
Nicolas Bezaguet

Asset Management Division



Urs Ziegler
Member of the Executive Board, CIO*

Asset Management Chief of Staff
Ingo Bionda

Institutional Investors
Michel Gada

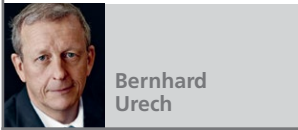
Investment Office and Chief Economist
Valérie Lemaigre

Balanced Portfolio Management
Axel Moser

Institutional Portfolio Management
Bruce Crochat

Wealth Solutions
Albert Gallegos
Wealth Planning
Financial Assets Advisory

Loyal finance AG



Bernhard Urech

Legal and Compliance Division



Philippe Marti
Member of the Executive Board

Compliance
Stiliano Ordolli

Tax Compliance
Yael Hen Marie-José Bratcov

Litigation
Marius Hämmig

Legal
René-Christian Métrailler

Operations Division



Jean-Marc Joris
Member of the Executive Board

Services Centre loans and services
Stéphane Bonnin

Services Centre banking operations
Mustapha Badaoui *interim*

IT
Daniel Stocco

Logistics and purchasing management
Céline Orlandini

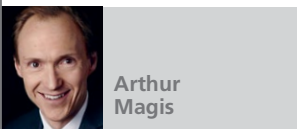
Organisation
Jean-Michel Comte *interim*

Capital transmission SA



Frédéric Tixier

Dimension SA



Arthur Magis

* CIO: Chief Investment Officer

Risk management¹

Managing risk functions more efficiently

20

Initiated in 2021, the new risk management system has been continuously evolving in order to coordinate and anticipate risk control at the highest level among the front office units, the Risk business unit, the ALM (Asset and Liability Management) department and the Legal and Compliance division.

All these units monitor risk, controlling and modelling them so that the Bank can maintain the right balance between risk and revenue. Their role is also to track and communicate, to the highest levels, information on adherence to the regulatory framework and on the limits set by the higher supervisory authorities and by the relevant units within the Bank.

The Risk and Asset and Liability Management committees

Every month, the Risk committee (CRISK) undertakes an analysis of the main risks and forecasts (credit, country, interest rate, market, liquidity, own investment, operational, non-compliance and legal, reputational, strategic), as well as environmental and social risks. The CRISK gathers the information from the other committees. This inventory is compiled in the form of reports and examinations of positions held. In the Banque Cantonale de Genève (France) subsidiary, a specific risks committee examines the situation monthly.

The Asset and Liability Management committee (CALM), which oversees management of the balance sheet and rate risks, meets on a monthly basis. It monitors the exposure to interest rate risk, measuring income sensitivity and sensitivity of the net present value of shareholders' equity, analyses internal transfer rate margins and monitors the liquidity coverage ratios required by regulations, together with risks from the Bank's investments on its own account.

Establishing rolling equity coverage planning for the next few years requires outstanding coordination between the front office and risk control units and ALM. The Bank's decision to allocate strategic limits by area of strategic business forms a solid basis on which to achieve objectives, while complying with the coverage level.

Risk limits are established for all the business activities set out in the strategic and financial plans, in order to set the maximum acceptable exposure by

16.46%

Group equity coverage
31.12.2022

type of operation. The Bank also defines key indicators for risk management, with linked thresholds and limits. The yield from operations, in terms of income from interest and commissions, is weighed up against the costs of the transaction and against the risks incurred.

In terms of FINMA circular 2011/2, BCGE is classified under category 3 and the minimum threshold of its equity coverage ratio is 12% (*NB: the countercyclical buffer will lead to a minimum threshold of 12.7%, following the restoration of this to 2.5% at the end of September 2022*).

Business planning takes these requirements into consideration in growth forecasts in order to guarantee this level of equity coverage. The minimum threshold is easily covered; the publication requirements relating to shareholders' equity are available on the Bank's website (bcge.ch/en/home > **About BCGE** > **Publications** > **Financial reports**).

Credit risk

While the coronavirus crisis, which in Switzerland started in the first quarter of 2020, had a powerful impact on the entire world economy, on companies and on individuals, it had no material repercussions on the level of the Bank's portfolio risk in 2022.

The Bank made available Covid-19 loans totalling approximately CHF 200 million between March and August 2020 to meet the challenge of this unprecedented crisis. By the end of 2022, the Bank had recorded repayment of approximately 50% of the Covid loans granted.

The property market may still overheat and the regulator continues to express concern on this issue. The Bank is maintaining its prudent lending policy, while developing anticipatory and monitoring solutions specific to property risk.

Due to the rapid rise of energy prices in Switzerland and those of commodities in general, the Bank initiated a review and reinforced monitoring of its loan portfolio at the end of 2021.

Individual value corrections remained within controlled levels in 2022.

¹ See also on pages 110-113, Summary presentation – Consolidated, Point 3. Risk management.

Country risk

Country risks are widely diversified. Leaving aside France, where the Bank does a significant amount of business through its French subsidiary Banque Cantonale de Genève | France SA, country limits are applied in particular to international trade financing and to client banks. 2022 was marked by the conflict in Ukraine and the sanctions on Russia, which led to a significant increase in commodity prices and lengthening of supply chains. This generated inflation and impacted the foreign-exchange reserves of emerging economies such as Sri Lanka, Pakistan, Egypt and Ghana.

Market risk

While inflation remained contained in Switzerland compared to in neighbouring countries, it generated significant movements both in interest rates, which returned to positive territory, and in the exchange rates between the main currencies and the Swiss franc.

Trading risks are limited (particularly in respect of currencies and rates) in view of the voluntarily targeted activity in the Bank's proprietary trading. Changes in trading positions and quantities held are checked daily. The BCGE share, for which the Bank is the liquidity provider pursuant to the SIX regulations (stock market liquidity support), benefited from the profits of the growing Bank.

The Bank was able to make use of the market conditions by successfully issuing two senior bonds (CHF 150 million and CHF 100 million). The Bank also announced the repayment of a subordinated loan (CHF 90 million) for February 2023.

Proprietary investment risk

The long-term investment portfolio amounted to CHF 2.265 billion as at 31.12.2022 (parent company). It comprised bonds of CHF 2.069 billion par value, which protect against liquidity risks and allow the Bank to diversify its commitments. 78.2% of the long-term investments are rated AAA, with other securities being in the AA+ to A- range.

BCGE's commitments in the Private Equity Nostro portfolio (on- and off-balance sheet) were CHF 316 million at the end of December 2022. Risks are limited and long-term yields ensured by means of rigorous fund selection methods, and by the diversified investment strategy in terms of geography, currency and business sector.

Operational risks

Operational risks are systematically identified, monitored and declared. Risk mapping and related checks are put in place and regularly assessed to provide as complete an overall view of operational risks as possible.

Legal and compliance risks

A new tool for automating the monitoring and reporting of compliance risks was introduced in 2021, in parallel with the creation of the Legal and Compliance division at the start of 2022. This made it possible to reinforce oversight of transaction and compliance risks and to meet the numerous requirements arising from the Ukraine crisis.

Non-financial risks

Non-financial risks are the subject of growing regulatory attention and make an effective and concrete contribution to achievement of the Paris Agreement climate goals. The coming into effect of the revised Code of Obligations requires, as of 2024, transparency and communication about the impact of the Bank's activities on the ecological and social environment, as well as the actions taken to hinder the effects of such activities. The legal obligations are supplemented by the voluntary self-regulation of the SBA (Swiss Bankers Association) and the AMAS (Asset Management Association Switzerland), which define the framework:

- Making ESG (environmental, social, governance) preferences and risks an integral part of investment advice and asset management.
- Encouraging the improved energy efficiency of buildings when financing real estate projects.
- Protecting the investor against the risk of "greenwashing".

The Bank is developing its ethical and environmental responsibility reporting in this direction (see page 29).

Top-quality advice and expertise

Banking and financial solutions made to measure

Retail banking

Day-to-day banking services

GE CH F INT
 Current accounts / Individual accounts
 Bank cards / Credit cards
 Safe deposit boxes
 Currencies

Online banking services

GE CH INT
 Netbanking
 Mobile Netbanking app
 Opening of services
 BCGE Twint app
 Main digital wallets
 Electronic safe (e-Safe)

Saving

GE CH
 Short-, medium- and long-term (Avantage service)
 Savings accounts
 Cash bonds

Pension planning

GE CH F
 Personalised financial advice
 Financial planning
 2nd and 3rd pillar accounts
 Life insurance contracts
 Fund-based savings plan
 Annuities

Investments

GE CH F INT
 Online stock trading
 Investment funds
 Property funds
 Fund-based savings plans
 Certificates
 Precious metals

Private banking

GE CH F INT
 Discretionary management mandates
 Investment advice mandates
 Lombard loans
 Term and trustee deposit accounts
 Estate planning
 Private equity mandates
 Financial security

Housing financing

GE CH F
 Main residences
 Secondary residences
 Construction or renovation loans

Consumer financing

GE CH
 Vehicle leasing
 Personal loans
 Sustainable renovation loans

Companies

Corporate finance, cash management and exports

GE CH F
 SMEs and large companies
 Independent and self-employed persons
 State and related entities
 Municipalities and municipal property trusts
 Parastatal institutions and churches
 Real estate foundations under public law
 Public authorities in Switzerland
 Non-profit making bodies

Property and construction finance

GE CH F
 Real estate investors
 Real estate development
 Commercial real estate and real estate agents
 Construction companies

International commodity trade finance

GE CH INT
 Trade transaction financing
 Structured financing
 Forfaiting

Financial services and markets for banks and insurance companies

GE CH INT
 Currencies
 Online forex platform
 Online stock trading
 Securities, investment funds
 Metals
 Capital markets
 Cash
 Banknotes

Multinationals and international institutions

GE CH INT
 Financing
 Cash management
 Import / Export financing

Corporate advice

GE CH F
 Strategic financial consultancy
 Mergers and acquisitions (M&A) (Dimension)

Equity finance

GE CH F INT
 Minority participation,
 Mezzanine finance,
 Management buyout,
 company transfer,
 capital increase
 (Capital Transmission)

Institutions

Finance and cash management

GE CH
 Private and public pension funds
 Private and public foundations
 Family offices
 State institutions

Services to independent wealth managers

GE CH INT
 GFI platform

Asset management

GE CH F INT
 Made-to-measure mandates
 Active Swiss and foreign equity management
 Quantitative management
 Balanced management
 Bond management
 ESG management
 Private equity mandates

Investor advice

GE CH F INT
 Financial engineering
 Interest rate management advice
 Exchange rate management advice
 Investment advice

Financial services and markets

GE CH INT
 Stock markets
 Currencies
 Online forex platform
 Metals
 Issues
 Capital markets
 Cash

GE CH F
 Geneva Swiss market French market – through BCGE (France). Not all the services listed are available in France.

INT
 International markets – all the operations are agreed and registered in Switzerland. In Dubai and Hong Kong, BCGE acts through its representative offices licensed by the respective authorities. These offices limit themselves to promoting the Bank's activities and do not carry out operations.

Digital banking

Secure and resource-friendly access to BCGE's digital interfaces



Become a client and apply for home financing online

Swiss residents can register independently with BCGE, 100% online, via the Avantageservice.ch website, 24 hours a day, seven days a week, selecting their branch of choice. Avantageservice.ch is BCGE's self-service site, available in French, English and German, benefiting from the loyalty programme that allows you to earn up to 2% extra interest. This multilingual platform allows you to set up a home loan agreement in Switzerland within about 15 minutes. It's accessible seven days a week, 24 hours a day.

Netbanking

Online Banking

The Netbanking platform allows individual clients and companies to manage their accounts and their deposits independently, 24 hours a day, seven days a week. Over 116,000 regular users interact remotely via a client portal that is in continuous development. The online call and advice centre, with its 27 staff, assists and guides clients from Monday to Friday 7:30 a.m. to 7:30 p.m., on Saturday 9 a.m. to 4 p.m. and on Sunday from 9 a.m. to 1 p.m. The e-banking advisers hold several information sessions every month, either on line or on our premises, to guide them through BCGE's digital services.



The bank in your pocket

The Mobile Netbanking smartphone app gives clients access to Netbanking wherever they may be. Netbanking is secure, easy to use, and ergonomic, boasting biometric authentication and simplified payment entry (with a scanner function for QR-bills and payment slips).



Managing card accounts from your smartphone

This application allows clients to use their mobile phones to check and manage their credit and debit cards, to track their expenditures, to authorise or block payments online, and to control use of each card by geographical area. It also allows the user to block the card and see their PIN or its replacement.



Immediate money transfer between Swiss bank clients

This smartphone solution allows clients to transfer money immediately and at any time to their phone contacts, without needing to know or enter their bank account number, and to any Swiss bank affiliated to Twint. This nationwide system can also be used to pay at numerous shops and on websites in Switzerland.



BCGE's electronic safe

e-safe is a digital safe, accessible from the client portal in which all types of important electronic documents can be saved and stored free of charge in a secure space located in Switzerland, with no limits on duration or volume.



Online trading platform

With over 11,700 users, the online trading platform, accessible through Netbanking and Mobile Netbanking, continued to expand in 2022. It can be used to buy and sell securities directly in the financial markets, simply and safely, and at very favourable rates, for transactions on Swiss, European and North American markets. The financial information portal Yourmoney.ch provides the investor with a complete financial dashboard, in French, English and German.



A financial data transfer solution

Business link allows business clients to connect their accounting software to BCGE securely, so that they can receive their electronic statements in international standard formats and submit payment slip files generated by their software for execution. This solution, used in single or multi-bank mode, can be combined with Netbanking and Mobile Netbanking.



Foreign exchange transactions for professionals

The ForXchange platform, which is mainly intended for SMEs and companies with significant foreign exchange volumes, facilitates completely independent spot and future foreign exchange transactions.



Online credit for SMEs

With the help of the BCGE business loan, SMEs and the independent professionals can finance their investments and cover their working capital requirements. Available online, this solution allows them to get a quick decision, on attractive terms, for stable funding at a fixed rate determined in advance. In addition to business loans, the leasing of vehicles for business use and the leasing of capital goods can also be requested online.



Personal loans – vehicle leasing

The procedure is simple: using their device of choice, clients can decide on the solution best suited to their situation for their personal loan or vehicle leasing, or indeed for a sustainable renovation project, then complete the application and send it in. They will receive a response within 24 hours.



eGFI platform

Independent asset managers dealing with BCGE can use the eGFI platform to check their clients' positions and transactions, and also place stock exchange orders (individual or grouped).

Enterprise culture

Agility and high-level expertise in the service of a demanding clientèle

24

As a key economic actor in its region and open to the world, Banque Cantonale de Genève sets a premium on human contact and personal dialogue. **It puts its expertise to work and develops its talents**, making use of modern technologies to serve its clients and to support them as closely as possible in their requirements.

BCGE operates 14 business lines. **Its teams are composed of banking experts**, to whom it offers certificated training that allows them to keep up with changes in the sector, in particular in matters of regulation.

As the institution's primary ambassadors, the Bank's employees, of all ages, constitute its human capital. The diversity of expertise and the intergenerational staff profiles promote emulation and

complementarity; these stimulate a general spirit of enterprise and capacity for innovation, generating a competitive and sophisticated response to the requirements of the clientèle.

A universal, human and evolving bank

Human resources management is based on an employer brand that is created, and lived, with and for the staff. This is why, in 2022, the Bank decided to **revitalise and promote, internally and externally, the characteristics that it strives to display: Human, Universal and Evolving.**

These values, which constitute the underlying principles of Human Resources and its guiding lights, have been expressed through internal and external communications and events, directed towards the Bank's present staff and future talents.

The Bank and its staff in 2022

The BCGE Group comprises 926 staff, 4.51% more than in 2021. This growth corresponds to the development of new activities, particularly in asset management, financial markets and other business areas.

Management development

- 64 senior executives representing all the Group's entities took part in the annual three-day "Management Championship" seminar, the Bank's main governance event; the focus was on the energy transition and leadership.
- A hundred management staff were officially given the objectives and instructions for development of the Bank's business during the "Strategy 2023-2025" event.
- Two information sessions on the Bank's annual and half-yearly results were organised for all the Group's employees.

Regulatory and continuing training

- BCGEacademy, a new online skills acquisition and training record platform was put in place, allowing employees to manage their own professional progression.
- All parent company employees undertook, on an e-learning basis, two obligatory courses on the law relating to data protection and cyber security.
- Nearly 630 people took courses in areas specific to their business line: cross-border issues, management, law, compliance, auditing.

Certifications

- 66 employees received SAQ (Swiss Association for Quality) certification, confirming their qualified status as experts in their profession.
- 45 new internal certifications were instituted in the retail, pensions and investment areas.
- 32 young apprentices, FCPM candidates, BEM and university graduate trainees learn the skills they need at BCGE every year. In 2022, 14 completed their training courses brilliantly, including 9 apprentices and BEMs who achieved success in their examinations.

To find out more about the Bank's commitment towards its staff, see the Ethical and Environmental Responsibility report on page 29 of this document.

Commitment

BCGE supports top-level athletes

Sebastianna Scilipoti

Tennis player, BCGE sports ambassador since 2021. 16th ranked world junior 2022

“BCGE has been my family’s bank for several generations. I’m very proud to have been chosen as a sports ambassador for the Bank because I share the same values of commitment, performance and success to achieve the best possible results.

I’m delighted that I was chosen for the campaign for one of the Bank’s leading products.”



Maxime Chabloz

Kiteboarder and freeride skier, BCGE sports ambassador since 2019. Multiple world champion

“Partnership with BCGE is a win-win: for me, because I can achieve my dreams and embody the Bank’s values as its ambassador; and for the Bank, which shows its commitment to young people, in this case through sport, whose values are conviction, method, preparation and quality of life... a bit like in the world of finance.”



Mickaël Matthey

Wrestler, BCGE sports ambassador since 2018. 44 Swiss titles.

“I was the first Swiss wrestler to be sponsored by a cantonal bank. It was an honour for me; it was very motivating to have the opportunity to devote myself completely to my passion and to my goals.

As a BCGE sports ambassador, I have the opportunity to promote this little-known sport to a wider audience while raising the profile of the Bank with its values and commitment. For me, it’s a very motivating partnership.”



Eline Rol

Rower, BCGE sports ambassador since 2019. World champion.

“With BCGE, it’s a trust-based partnership based on confidence, centred on sport, effort and achievement.

I’m proud to serve as an example to illustrate the Bank’s marketing materials.

As a sports ambassador, I take part in exclusive BCGE events for young people. They’re superb opportunities for sharing my experience of staying at the top level.”

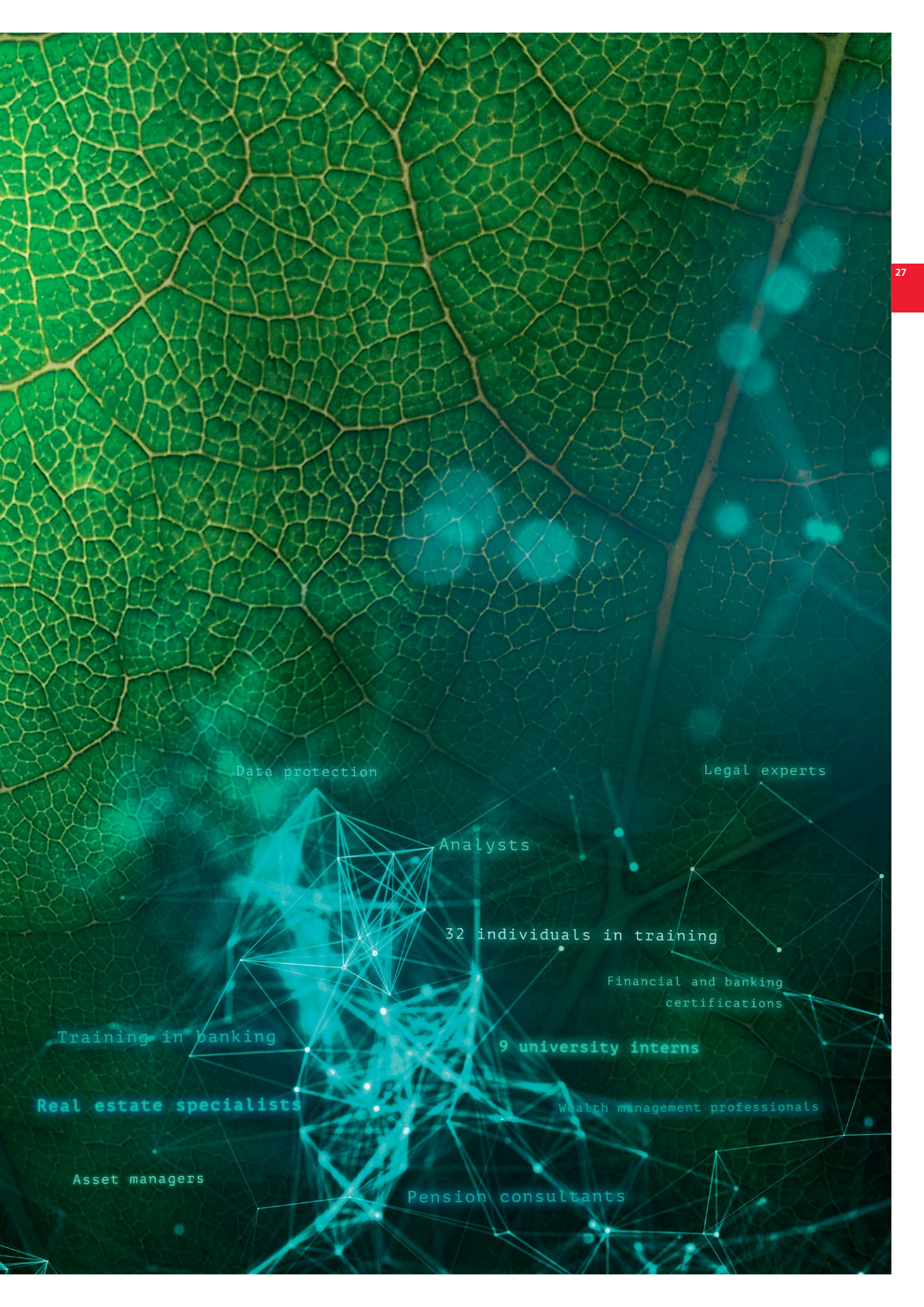


Banque Cantonale de Genève is proud to be represented by elite Swiss athletes who embody the same values of commitment and performance as the Bank. These are long-term partnerships built on strong principles, common to sport and finance, based on a respect for strict rules, shared convictions and application of distinctive methodical choices. Within the scope of their partnership, the four athletes take part in exclusive BCGE events, in which they talk about their sporting careers and the work they have put in to be able to reach championship level. They also allow their images to be used to illustrate the Bank’s various marketing and communication materials, each of them communicating a message specific to an area of expertise.

To find out more about the athletes: bcge.ch/en/partenariats > Partnerships > Patronage and Sponsoring > Sports sponsoring;
 YouTube BCGE Playlist BCGE | Nos ambassadeurs sportifs; Dialogue: Winter 2020/21 p. 22-23; Summer 2021 p. 20-21; Winter 2021/2022 p. 22.

Expert

BCGE puts its expertise to work and develops its talents. Its teams comprise banking experts who are best able to assist its clients. It offers its employees certificated training that allows them to respond to changes in the sector.



Data protection

Legal experts

Analysts

32 individuals in training

Financial and banking
certifications

Training in banking

9 university interns

Real estate specialists

Wealth management professionals

Asset managers

Pension consultants

Ethical and environmental responsibility

2022 Activity Report

**A cantonal bank
is by nature based
on the concept of
serving a community**

Ethical and environmental responsibility

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Glossary

AMAS Asset Management Association Switzerland	Professional organisation representing the Swiss asset management industry. Aim: to reinforce Switzerland's position as a first-rank asset management centre, with high standards of quality, performance and sustainable development. am-switzerland.ch
SBA Swiss Bankers Association	Central association of the Swiss financial centre. Main aim: to create an optimum framework for banks in Switzerland. Defends the interests of the Swiss financial centre in the political, administrative and public spheres. swissbanking.ch
SNB Swiss National Bank	The SNB has two head offices, one in Zurich and the other in Bern. It has six representative offices (in Basel, Geneva, Lausanne, Lugano, Lucerne and St. Gallen) and 13 agencies managed by the cantonal banks for cash distribution purposes. snb.ch
COMCO Swiss Competition Commission	Protecting competition is crucially important in a market economy. In Switzerland, this protection is primarily realised through application of the Cartel Act and the Internal Market Act. weko.admin.ch
ESG Environmental, Social and Governance	Initials used by the financial community to designate the Environmental, Social and Governance criteria, which generally constitute the three pillars of extra-financial analysis.
FATCA Foreign Account Tax Compliance Act	The American FATCA tax law, a unilateral American regulation, applicable to all countries. It requires foreign financial institutions to report information on American accounts to the US tax authorities or to deduct a high level of tax.
FINMA The Swiss Financial Market Supervisory Authority	FINMA supervision serves the interests of the Swiss financial centre, as well as those of investors, creditors and insurance policyholders. finma.ch
Green bonds Environmental bonds	Also known as sustainable or climate bonds. These are non-bank bonds issued on the financial markets to investors by a company, organisation, local authority, international body or the national government.
GHG protocol Greenhouse gas protocol	Protocol on the emission of greenhouse gases. Protocol drawn up to develop and promote best practice in accounting for and declaring greenhouse gas emissions. ghgprotocol.org
Greenwashing	"Greenwashing" is the term used in the financial sector to refer to the practice of misleading clients as regards the sustainable nature of financial products and services. (Federal Council, 16.12.2022).
RI Responsible investment	Responsible investment consists of building a portfolio that takes into account financial and extra-financial criteria, including environmental, social and corporate governance criteria, when selecting and managing investments.
AMLA Anti-Money Laundering Act	The anti-money laundering act applies to financial intermediaries. It regulates the fight against money laundering and terrorism financing, together with the vigilance required in financial transactions.
MPC Office of the Attorney General of Switzerland	Tasked with investigating offences under federal jurisdiction, set out in articles 23 and 24 of the Swiss Criminal Procedure Code. bundesanwalt.ch
MROS Money Laundering Reporting Office – Switzerland	Communication office for money laundering issues at the Swiss Federal Office of Police (fedpol). Functions as a relay and filtration point between financial intermediaries and the law enforcement agencies. fedpol.admin.ch
ISO standard 14064 + 14064-1	The ISO 14064 series is a greenhouse gas neutral (GGN) programme. It specifies the principles and requirements applicable to organisations as regards quantification and production of reports on the emission and elimination of greenhouse gases. iso.org/fr/standard/66453.html
Swiss Banking Ombudsman	Information and mediation office for clients of member institutions belonging to the Swiss Bankers Association (SBA) and affiliated non-member clients. Serves as a central research centre for dormant assets in Swiss banks. bankingombudsman.ch
Private Equity Capital investment	Designates a form of investment whereby investors use part of their capital to develop a company not listed on the stock exchange.
QI Qualified Intermediary	This schema defines rules in respect of taxation and declaration of US income at source received by all natural persons through a non-US financial intermediary acting as a QI, such as banks, brokers and asset managers.
CSR Corporate Social Responsibility	CSR applies to the effects of business activities on society and the environment. It designates the manner in which companies take into consideration the environmental, social and economic implications of their activities.
SAQ Swiss Association for Quality	Association offering certifications accredited by the SAS (Swiss Accreditation Service) for the professional qualification of persons, on the basis of standard SN EN 17024.
SECO State Secretariat for Economic Affairs	The Swiss Confederation's competence centre for matters relating to political economy. Objective: to ensure sustainable economic growth, with a high level of employment under fair labour conditions. seco.admin.ch
GRI standards Global Reporting Initiative	These constitute worldwide good practices in public reporting on a wide range of economic, environmental and social impacts. Reporting on sustainable development based on these standards provides information about an organisation's positive or negative contributions to sustainable development.
Stress tests (financial)	Exercises which simulate extreme but possible economic and financial conditions, in order to anticipate the consequences that these situations would have in reality.
Swiss bonds index AAA-BBB Also referred to as SBI AAA-BBB	The SBI@ AAA-BBB reflects the development of a segment of the market for the Swiss franc denominated bonds of domestic issuers listed on the SIX Swiss Exchange.
TCFD Task Force on Climate-Related Financial Disclosure	Working group that sets out recommendations on information that companies publish for investors about their governance and the action they are taking to reduce their climate change-related risks. fsb-tcfd.org

1. Social responsibility

This activity report is a statement of BCGE's social responsibility. It sets out, as at 31 December 2022, how the Bank integrates non-financial issues in its business model.

The company's ethical and environmental responsibility (EER) encompasses a set of norms, focusing on human rights and on standards in respect of the workplace, the environment and combating corruption. These standards aim to "optimise the utility of the company's stakeholders and to avoid or mitigate the possible negative effects of their activities" (SECO). This concept therefore takes into account the impact that a company has on society (S) and the environment (E); to these elements can be added the concept of good corporate governance (G), considered "the lodestar of sensible corporate social responsibility" (economiesuisse: Swiss Code of Good Practice for Corporate Governance).

EER is intended to go beyond the regulatory requirements embodied in legislative texts, without, however, disadvantaging the everyday running of the business, since "economic success is the primary – and the most important – function of a company as regards society. This allows it to create jobs, to pay taxes and therefore to lay the foundations of the population's and the economy's prosperity".

1.1. BCGE and its mission as a cantonal bank

A cantonal bank is by nature based on the concept of serving a community. In accordance with Art. 2 of the Banque Cantonale de Genève Act of 24 June 1993¹, "BCGE's principal aim is to contribute to the economic development of the canton and of the region. [...] It shall be managed according to tried and tested economic and ethical banking principles."

BCGE is an "ordinary" Swiss bank subject to market laws, which is expected to be competitive and profitable. Its stock-market listing testifies to the desire of its public-sector shareholder to see it fully subjected to the competitive environment without any special protection or favour.

Moreover, as a financial actor, it must comply with existing regulations, ensure effective risk management and ethical behaviour within all its business lines, and maintain regular, accurate and transparent reporting.

BCGE therefore has to reconcile these requirements with the need to adapt to the highly dynamic demand in the banking market, in the face of a hundred competitors in the financial centre of Geneva.

1.2. The basis of BCGE's corporate social responsibility (CSR)

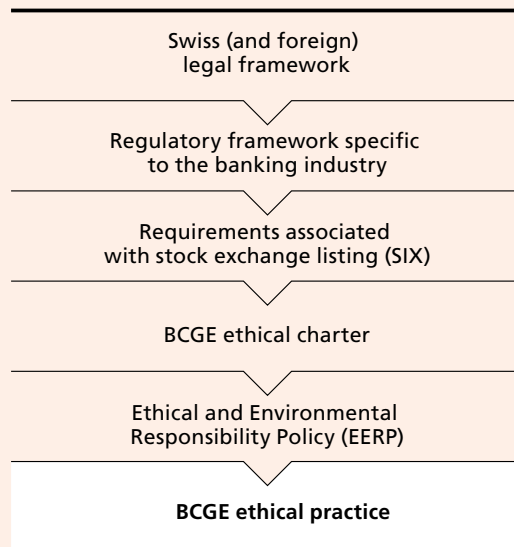
Fully cognizant of this challenge, in 2003 the government of Geneva (the Council of State and the vote of the Great Council) appended to the relevant Act a Charter of Ethics² corresponding to the realities of the banking market and to the moral requirements created by the emergence of the concepts of "sustainable development" and "corporate social responsibility (CSR)". **For several years, BCGE has adopted conduct highly respectful of its charter of ethics and its responsibilities to society. It does so as much out of respect for its own values and ideals as out of strategic and commercial interest.** Indeed, the very fact of being open to scrutiny by the regional economic community as a public-law banking institution, listed on the stock exchange and rated by a major rating agency, obliges it to manage its reputational risk with care.

There are other key parameters: the very dense regulatory environment of the Swiss and international banking sector (in certain aspects), which sets numerous limits (which we shall not repeat in this report, even though these are measures with major CSR effects); the supervision carried out by FINMA principally, but also by the SNB; together with the compliance requirements (MROS, MPC, SECO, COMCO).

¹ [bcge.ch/en/organisation](https://www.bdge.ch/en/organisation) > Regulatory framework > Law on BCGE.

² [bcge.ch/en/organisation](https://www.bdge.ch/en/organisation) > Regulatory framework > Charter of ethics.

Taken together, these create a prescribed framework that is already highly restrictive, in terms of good conduct; it is illustrated in the diagram below.



BCGE's Ethical and Environmental Responsibility Policy (EERP) defines the Bank's conduct as regards social responsibility through the voluntary inclusion of environmental, social and ethical requirements in its business model.

This ethical and environmental responsibility report (or CSR report), is dedicated to giving an annual account of the application of the principles and commitments formulated in the EERP.

1.3. Evolution of the ESG (environmental, social, governance) context

Growing expectations as regards inclusion of non-financial questions in companies' business models are intensifying under the influence of regulation, with the introduction of Title 32 of business accounting in Chapter VI of the Code of Obligations, entitled "Transparency in non-financial questions". The articles associated with it will enter into force from 1 January 2024 (for the 2023 financial year). BCGE is preparing to publish, within this time frame, a CSR report that meets GRI (Global Reporting Initiative) standards, in order to comply with regulatory and market requirements in terms of transparency and comparability. **The present document therefore constitutes a preliminary, transitional version of such a report.**

GRI standards aim mainly to shed light on the impact economic activities have on the environment. **BCGE addresses these non-financial questions from the double materiality point of view.** Consequently, it will add the information expected under GRI standards by also describing the system it chooses to put in place to prevent, control and manage ESG (environmental, social and governance) risks, as applied to all its activities. The Bank is thus preparing to apply this double materiality to the specific issue of climate, in accordance with the requirements set by the Implementing Ordinance on Climate Disclosures.

2023 will also be the year when banks will be expected to formulate an ESG advisory process (in accordance with the SBA guideline), which sheds light on their clients' ESG profile, and also to respond to the criteria set out by FINMA. They will also be subject to the AMAS guideline on greenwashing. They are also requested to formulate an advisory offering that favours the energy transition in the property sector (SBA guideline on mortgage lending). **BCGE is currently finalising the response best suited to the expectations of the regulator and its clients.**

1.4. Our corporate social responsibility vision

As a limited company established by public law (according to Art. 763 of the Code of Obligations), BCGE is under a duty to set an example in dealing with non-financial issues, which it undertakes to substantiate by means of a transparent and factual normative approach. BCGE's social responsibility rests on two pillars:

- Its commitments to its stakeholders: shareholders, clients, staff, and "community and environment".
- Its contribution to combating climate risks.

The stakeholder role has been specified and more broadly defined. This concerns "Community and Environment": the sphere, not economically linked to the Bank, encompassing, on the one hand, the public sector and its institutions and, on the other, living things (plants, animals, micro-organisms and human beings), together with the non-animate environment (air, earth and water). By introducing this new stakeholder, BCGE is affirming that it is conscious of the impact that the Bank's activities can have on the ecological and social environment, as well as of the long-term risks it may be subject to if this environment were to be degraded.

Commitments to stakeholders

The Bank's commitments to its stakeholders constitute the heart of its CSR approach. They alone encompass all the non-financial considerations involved in the Bank's business model.

Each commitment entails an objective and specific actions. The impact of these actions is measured using various measurement criteria. (see tables on pages 35 to 42).

1.5. Governance of non-financial matters at BCGE

On 28 February 2022, the governance of non-financial matters was reinforced by the Bank's Executive Board. The Ethics and Environmental Responsibility committee (EERP committee) is chaired by the Executive Board member in charge of the Asset Management division and co-chaired by the Executive Board member in charge of the Finance division. The CSR director, who also manages non-financial risks, coordinates it.

The EERP committee coordinates the implementation of the Ethical and Environmental Responsibility Policy (see *point 2.1. Foundations of corporate ethics*) within the divisions. It stands as guarantor that this policy is applied and takes responsibility for ensuring transparency of the commitments made within the EERP.

The EERP committee also acts as a regulatory monitor. It ensures that the requirements in terms of non-financial matters are adhered to through publication of a CSR report and a TCFD (Task Force on Climate-Related Financial Disclosures) report that meet the expectations of the regulator and the market.

Commitments to shareholders

Shareholders are essential. They provide the equity base and the risk capital needed for all banking activities. It is important to motivate them with a high level of earnings and a well-balanced dividend policy. Economic success enables value to be created for public and private shareholders in the form of dividends, taxes and increased wealth. BCGE's shareholder base is a particular one, as it is mixed (public and private), with an important role played by the State of Geneva, the City of Geneva and the Geneva Municipalities in addition to a growing number of private shareholders, mainly comprising clients, staff and institutions.

Objectives	Actions	Measurement criteria
<p>To operate a form of corporate governance that complies with the stakeholders' highest expectations.</p>	<ul style="list-style-type: none"> • Guide developments in corporate governance and adapt its apparatus to the standards of recognised good practices. • Provide complete and transparent information for shareholders. • Observe the principles of separation of functions and the independence of the senior executive bodies, and define areas of responsibility. • Ensure the Bank's political neutrality, except in matters that directly affect the Group's interests. • Monitor the remuneration policy for the Board of Directors and the Executive Board so that they are in line with the wealth-creation interests of the shareholders and the Bank. 	<ul style="list-style-type: none"> • Smooth functioning of the Annual General Meeting (AGM) – Acceptance of proposals by the AGM. • High-quality annual report: absence of errors. • Credit ratings. • Zero interventions by the supervisory authorities.
<p>To inspire loyalty in our community of public, private and institutional shareholders.</p>	<ul style="list-style-type: none"> • Operate a strategic plan that ensures the long-term development and growth of the Bank. • Ensure open institutional communication and regular meetings with analysts. • Produce publications that are of use to economic decision-makers in Geneva and to the Bank's clients. 	<ul style="list-style-type: none"> • High return on equity (ROE). • Investor communication • Level of equity coverage. • Number of client shareholders.
<p>To guarantee a return in line with the market and compatible with the Bank's long-term development.</p>	<ul style="list-style-type: none"> • Define a strategic plan to ensure a balanced distribution policy. 	<ul style="list-style-type: none"> • Growth of market capitalisation. • Return on the share.

Commitments to clients

A bank's success depends on its clients. BCGE aims to earn the loyalty of individual clients and their families, as well as that of its corporate clients – over several generations if possible. This long-term commitment requires sincerely respecting client interests and providing them with high quality advice (which includes ethical norms). The production processes of its banking services must offer optimum quality and be formalised in order to provide consistency over time. In the field of business finance, specific rules of engagement must enable small firms and tradespeople to be treated with fairness and respect. In the area of lending and investment, care must be taken that no projects contrary to the Bank's principles of social responsibility are supported. Moreover, clients must be offered investment vehicles that are credible, relevant and high-yielding and which contribute to the development of a sustainable economy.

Objectives	Actions	Measurement criteria
<p>To offer competitive services that meet the needs of clients.</p>	<ul style="list-style-type: none"> • Develop a wide range of banking products for individual and business clients: creation, transmission and takeover. • Carry out independent market studies to improve the range of services offered: quality of service, equipment level, client satisfaction. • Inform clients of the advantages and risks associated with the Bank's products. • Ensure a transparent tariff and retrocessions policy. • Operate a fair marketing policy. • Provide guidance to clients outside Switzerland. 	<ul style="list-style-type: none"> • No justified criticism in the specialised press. • Results of market studies and service quality tests.
<p>To protect the personality and fundamental rights of persons who are the subject of data processing.</p>	<ul style="list-style-type: none"> • Guarantee adherence to the legal framework as regards the protection of personal data (Swiss Data Protection Act – LPD). • Train staff in personal data protection. • Apply a continuous improvement process as regards personal data protection. 	<ul style="list-style-type: none"> • Zero information leaks (complaints/claims). • Number of staff trained in personal data protection.
<p>To ensure the security of data and to combat cybercrime.</p>	<ul style="list-style-type: none"> • Guarantee the protection of information systems and data administered by the Bank. • Ensure that the information system is confidential, appropriate in terms of access granted to users, and that its operation is uninterrupted. • Train staff in matters of cyber risks and IT systems security. • Apply a continuous process of securely protecting the information system against all new cyber threats. 	<ul style="list-style-type: none"> • Zero significant security incidents (complaints/claims). • Number of staff aware of IT security (e-learning).
<p>To select clients so as to avoid associating the Bank with questionable activities.</p>	<ul style="list-style-type: none"> • Carefully select clients who use deposit and lending services, avoiding relationships which may cause problems. • Develop systematic checking processes for situations which may be pre-identified as involving reputational risk. • Ensure that the Bank adheres to usual ESG (Environmental, Social and Governance) criteria in international trade finance. • Award lines of credit in accordance with country risk and on the basis of in-depth analyses. • Apply strict financing standards in the lending business. 	<ul style="list-style-type: none"> • Zero reputational incidents.

Objectives	Actions	Measurement criteria
<p>To offer financial services for investment and pension planning that respect the long-term interests of clients.</p>	<ul style="list-style-type: none"> • Seek the best investment solutions for clients, based on open architecture principles. • Develop simple and clearly understandable products that are orientated towards the long term. • Allow investors to check their mandates at regular intervals, with complete transparency in accordance with recognised standards. • Advise clients on matters of financial and wealth security (BCGE Bastion advisory service: optimisation plan for protecting wealth in line with the client's personal situation bcge.ch/en/bastion-private-banking). 	<ul style="list-style-type: none"> • Adherence to the BCGE investment philosophy¹. • No justified complaints, legal cases or referrals to the ombudsman regarding the Bank's mandates, financial products, advice, or tariffs.
<p>To give all clients access to plainly worded, high-quality financial information.</p>	<ul style="list-style-type: none"> • Publish explanatory documents about BCGE services and key financial issues. • Organise themed lectures on specific topics for clients every year. 	<ul style="list-style-type: none"> • Holding of scheduled events, attendance rate, client satisfaction measurement. • Publication of the Dialogue client magazine (twice a year).
<p>To achieve a high level of client satisfaction.</p>	<ul style="list-style-type: none"> • Effectively organise procedures for potential complaints and claims. • Keep an inventory of complaints against the Bank and regularly inform the Board of Directors of new complaints. • Ensure regular monitoring of satisfaction rates and record this data. • Undertake mystery client enquiries on a regular basis. 	<ul style="list-style-type: none"> • Client satisfaction survey. • Number of cases referred to the ombudsman. • Number of complaints justified.
<p>To treat all clients equally, whatever the level of their assets.</p>	<ul style="list-style-type: none"> • Implement standard pricing of services, regardless of the extent of the client's resources. • Refuse to segment clients in a manner that excludes or downgrades those with modest assets. • Develop loyalty programmes (Avantage service)². 	<ul style="list-style-type: none"> • Review by the Executive Board, pricing controls by the Marketing department.
<p>Offer the option of financial products that incorporate environmental, social and governance (ESG) criteria.</p>	<ul style="list-style-type: none"> • The measures are listed in the section dedicated to the "Community and Environment" stakeholder (see <i>pages 40 to 42</i>). 	<ul style="list-style-type: none"> • See "Community and Environment" stakeholder section.

¹ Available at bcge.ch/en/home > Individual clients > Private banking > Discover our investment philosophy e-document.

² BCGE's loyalty programme providing up to 2% extra interest on savings (bcge.ch/en/avantage-service).

Commitments to staff

In a services and advisory company, staff quality, commitment and company loyalty are necessary for the company's success and growth. A company mindful of its future development applies itself to recruiting competent staff, continually encouraging their loyalty and motivating them. In addition to its obligation to reward individual performance and competence fairly, the company should treat its staff with respect, in a non-discriminatory manner, and support their professional development. BCGE's human resources policy puts these principles into practice.

Objectives	Actions	Measurement criteria
To offer working conditions that stimulate creativity and a high level of productivity.	<ul style="list-style-type: none"> • Give the Human Resources department responsibilities and the means for action. • Maintain a regular dialogue with the Staff Committee and give it the means to accomplish its task. • Avoid job specifications that are too repetitive, limit low value-added tasks through automation and foster internal development. • Ensure high-quality internal communication. • Recognise entrepreneurial spirit, an honest attitude, collaboration between Group departments or entities and exceptional performance by awarding internal prizes. 	<ul style="list-style-type: none"> • Results of audits by the cantonal inspection and workplace relations department (OCIRT). • Number of Employment Tribunal cases and decisions.
To ensure equality of opportunity without regard to origin, gender, nationality or religion.	<ul style="list-style-type: none"> • Ensure the Bank's political and ideological neutrality. • Value talent and personal commitment. • Support training with ambitious course contents and encourage career development. • Guarantee a selection system (in terms of recruitment and promotion) that is impartial and fair. • Ensure that equal pay requirements are being adhered to. 	<ul style="list-style-type: none"> • Development of the proportion of women at different levels of seniority. • External certification attesting to equal pay practice (Fair-ON-Pay¹).
To provide the best opportunities for career development.	<ul style="list-style-type: none"> • Monitor promising and talented staff and ensure career progression is prepared for. • Facilitate and encourage internal mobility. • Evaluate performance objectively and proportionately. • Encourage employees to maintain and develop their skills. 	<ul style="list-style-type: none"> • Changes in the annual training budget. • Number of positions filled through internal promotion.
To develop a high level of expertise, favourable to personal professional development.	<ul style="list-style-type: none"> • Implement a systematic and demanding training policy (front office, control and risks). • Ensure staff employability. • Obtain award labels recognising the best employers in the financial centre. 	<ul style="list-style-type: none"> • Award of SAQ (Swiss Association for Quality²) certifications. • Training days per employee. • Retention of the <i>1+ pour tous: employeur responsable</i> and <i>Entreprise formatrice</i>³ labels.

¹ See page 62.

² See page 59, point 5.1.

³ See page 65, 1+ for all: responsible employer.

Objectives	Actions	Measurement criteria
<p>To align remuneration purely in the interest of the company, clients and shareholders.</p>	<ul style="list-style-type: none"> • Put in place clear and precise internal rules. • Align remuneration policies with long-term strategies and the interest of the shareholders and clients. • Offer share option plans to all staff to involve them in long-term performance. • Adopt a transparent remuneration policy that rewards expertise and responsibilities and ensure the principle of independence in salary decision-making processes. 	<ul style="list-style-type: none"> • Number of staff benefiting from a mathematically based variable remuneration policy. • Staff participation in equity ownership.
<p>To ensure respect of emotional and sexual integrity and recognition of diversity.</p>	<ul style="list-style-type: none"> • Put appropriate regulations in place. • Make staff aware of good practice. • Penalise bad behaviour. 	<ul style="list-style-type: none"> • Number of cases reviewed by the Employment Tribunal.
<p>To promote an attitude of integrity and responsibility in management.</p>	<ul style="list-style-type: none"> • Train all senior managers in the values, strategies, methods and terminology used within the Bank, while respecting the management styles specific to the various business lines. • Transmit BCGE's values: courage and independence of mind, integrity, commitment and hard work, attention to detail and ability to make the theoretical concrete. • Promote team building by organising an annual "Management Championship". • Cooperate with the mediator and Inter Company Social Service⁴. 	<ul style="list-style-type: none"> • Regular holding of management development training sessions / events.
<p>To promote the health of staff.</p>	<ul style="list-style-type: none"> • Provide facilities encouraging physical exercise: bicycle parking, changing rooms, sporting activities on site, etc. 	<ul style="list-style-type: none"> • Number of members of BCGE's Sports and Leisure group.
<p>To draw up a whistleblowing policy and related procedures.</p>	<ul style="list-style-type: none"> • Allow irregularities observed by staff at their workplace to be signalled through independent entities (see pages 60 to 61). 	<ul style="list-style-type: none"> • Number of observed cases processed (through the Staff Committee, the EBM Consulting mediation body or the Service social inter enterprises).

⁴ see page 61.

Commitments to “Community and Environment”

By conceiving of this new “Community and Environment” stakeholder (see point 1.4. of this report, page 34), BCGE is affirming its awareness of the possible impact of the Bank’s activities on society, particularly on the public sector and its institutions, and on the balance of the ecological environment; it is also conscious of the long-term risks it may incur if this environment deteriorates. BCGE takes measures aimed at mitigating the impact of this double materiality.

Objectives	Actions	Measurement criteria
To create value for the public authorities.	<ul style="list-style-type: none"> Respond to all the needs of the public authorities in terms of financing, deposits and advice. Remain the leading provider of social or cooperative housing finance in Geneva. Distribute the share in the value created, which is due to the public authorities. 	<ul style="list-style-type: none"> Taxes, duties, salaries, jobs, other contributions. Volume of financing of social and cooperative housing.
To support investment in Geneva.	<ul style="list-style-type: none"> Contribute to the economic development of the Canton of Geneva and of the region. Measure investments and major expenditure in the Geneva economy through use of the strategic indicators. Favour local suppliers. 	<ul style="list-style-type: none"> Publication of investments in the Geneva community.
To contribute to the strength of the Geneva’s financial centre by profiling itself as a major provider of banking expertise.	<ul style="list-style-type: none"> Train apprentices and graduate trainees. Offer summer internships to Geneva students. Contribute actively to developing training institutions. Maintain the expertise and decision-making centre in Geneva. 	<ul style="list-style-type: none"> Number of young people inducted into the training programmes (high school leavers, graduate trainees, apprentices). Retention of the <i>1+ pour tous: employeur responsable</i> and <i>Entreprise formatrice</i>¹ labels.
To be geographically accessible and available to everyone.	<ul style="list-style-type: none"> Maintain neighbourhood services by adapting the branch concept and the services offered. Ensure the progress of digital services: the phygital branch is part of the ATAWAD (any time, anywhere, any device) concept, with the digitalisation of processes and a multichannel approach. Keep practical opening times. Ensure that persons with disabilities receive appropriate branch assistance. 	<ul style="list-style-type: none"> Number of branches and automated / digital banking facilities available to clients. Measures to benefit reduced-mobility clients. Ability to meet client satisfaction seven days a week.
To support social action.	<ul style="list-style-type: none"> Support local social action through a dedicated giving policy and budget. Participate actively in the social projects of the Association of Swiss Cantonal Banks (ASCB): FinanceMission and jeunesetbudget.ch². 	<ul style="list-style-type: none"> Number of associations supported in line with the established criteria.

¹ See page 65, 1+ for all: responsible employer.

² See page 65.

Objectives	Actions	Measurement criteria
<p>To provide the wider public with relevant and instructive information on financial issues.</p>	<ul style="list-style-type: none"> • Supply financial information through BCGE events and the Bank's publications. • Disseminate financial information in the mainstream and specialised media. • Cast light on financial and economic issues. • Present financially related articles in the Dialogue client magazine and on the BCGE LinkedIn page. 	<ul style="list-style-type: none"> • Organisation of themed press conferences. • Publication of articles by BCGE experts (saving, macroeconomics, etc.), interviews. • Participation by BCGE experts in radio and television programmes. • Responses to questions from print and broadcast media.
<p>To encourage environmentally-friendly transport.</p>	<ul style="list-style-type: none"> • Prioritise use of public transport for business travel. • Keep to an environmentally-friendly transport policy for staff (encouraging use of public transport, etc.). 	<ul style="list-style-type: none"> • Effectiveness of measures taken followed up annually by undertaking a carbon audit.
<p>To have an Ethical and Environmental Responsibility Policy (EERP).</p>	<ul style="list-style-type: none"> • Monitor developments in debates about society and watch for any changes in how non-financial issues are approached. • Support the EERP committee, which is responsible for examining the implementation of the ethical and environmental responsibility policy, and propose improvements. • Organise monthly meetings of the EERP committee and prepare follow-up reports for the Executive Board. • Ensure the production of deliverables: activity reports, regulatory reports, market reports. • Centralise and distribute information about CSR (corporate and social responsibility) initiatives. • Refine and reinforce the Bank's sustainable finance communication strategy. 	<ul style="list-style-type: none"> • Iterative adaptation of the EERP. • ESG (environmental, social and governance) rating of the BCGE Group by an independent agency (MSCI ESG Research).

Objectives continued on page 42.

Objectives	Actions	Measurement criteria
<p>To integrate non-financial matters within our business model.</p>	<ul style="list-style-type: none"> • Produce an approach to sustainable finance for all four of BCGE’s pillars and business lines (see <i>below</i>) with reference to European and Swiss regulations. • Put in place a system for monitoring non-financial risks for all four of the pillars below¹: 	
	<p>Company pillar</p> <ul style="list-style-type: none"> • Undertake, with the aid of an independent institution, a carbon audit that complies with standard ISO 14064 and the Greenhouse Gas Protocol. • Put in place a plan of action to reduce the Bank’s carbon footprint operations and aim to achieve carbon neutrality by 2030. 	<ul style="list-style-type: none"> • Ecological audit • Carbon audit aimed at carbon reduction.
	<p>Financing pillar</p> <ul style="list-style-type: none"> • Offer a range of financing products for projects that minimise climate impact. Apply preferential rates to financing projects that meet the most demanding environmental requirements. • Put in place an advisory process on property finance aimed at guiding clients towards the energy transition (second SBA guideline). • Make staff aware of the challenges of the energy transition and give them appropriate training. 	<ul style="list-style-type: none"> • Volume of loans granted promoting the energy transition. • Number of front office staff having received training on the energy transition.
	<p>Investment pillar</p> <ul style="list-style-type: none"> • Increase transparency regarding the sustainability profile (ESG) of financial products, reflecting European (SFDR) and Swiss (third AMAS guideline) regulations. • Broaden the responsible investment (RI) product offering in the asset management business. • Put in place an advisory process on property finance aimed at establishing clients’ ESG profile (first SBA guideline). • Train professionals (managers, analysts, advisers) in the importance of responsible investment (RI). • Put in place a non-financial risk monitoring system (ESG risks associated with the investment business). • Implement the commitments undertaken under the auspices of the United Nations Principles for Responsible Investment (UNPRI). 	<ul style="list-style-type: none"> • Number of staff trained in the current regulations. • Result of the PRI assessment report (UN Principles for Responsible Investment). • Change in total holdings of ESG products. • Increase in the number of financial products with an independent ESG rating.
	<p>Own accounts pillar</p> <ul style="list-style-type: none"> • Make staff aware of ESG issues and give them appropriate training. • Put in place a non-financial risk monitoring system. 	<ul style="list-style-type: none"> • Measurement of the carbon exposure of our own assets. • Number of staff trained in the current regulations.

¹ See page 49 – Four areas of impact.

Contribution to combating climate risks

The increasing impact of climate risks requires that they be dealt with specifically. This requirement stems from the Implementing Ordinance on Climate Disclosures, itself based on the commitment made by the Swiss Confederation following ratification of the Paris Agreement in 2017¹. BCGE is taking the necessary steps to facilitate application of the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The measures to be taken relate to the TSFD's four pillars:

- Setting up specific governance arrangements for climate issues: the question of climate is monitored at all levels of seniority.
- Fine-tuning the management of climate risk: this must enable a more precise understanding of the financial materiality of climate risks on the Bank's activities as a whole.
- Fine-tuning the action plan for reducing the financial materiality of climate risks; at the same time orientating the activities of the Bank, enabling it to converge on objectives related to carbon emission reduction ("net zero carbon"), as set by the Swiss Confederation within the framework of the Paris Agreement.
- Publishing metrics showing the climate profile of the Bank's activities and defining objectives in line with the action plan adopted.

Objectives	Actions	Measurement criteria
To establish specific governance as regards climate matters.	<ul style="list-style-type: none"> • Regular supervision by the Executive Board and the Board of Directors of the process of monitoring climate risks and opportunities. • Support the role of management and the missions of the EERP committee, together with the measures taken to evaluate and manage climate-related risks and opportunities. 	<ul style="list-style-type: none"> • Number of staff trained in climate matters (for all the Bank's pillars), at all levels of seniority.
To institute climate risk management.	<ul style="list-style-type: none"> • Reinforce the process of identifying, evaluating and managing climate-related risks at Bank level (in relation to the Bank's four pillars as described on pages 42 and 49). • Integrate all the processes for identifying, evaluating and managing climate risks within overall risk management. 	<ul style="list-style-type: none"> • Regular assessment by the risk committee (CRISK).
To draw up an action plan for reducing climate risks.	<ul style="list-style-type: none"> • Analyse the short, medium and long-term risks and opportunities associated with climate at Bank level (within the Bank's four pillars as described on pages 42 and 49). • Assess the impact of climate risks and opportunities on the Bank's business model, strategy and financial planning. • Refine the financial stress tests according to various climate scenarios (including the 2°C pathway). 	<ul style="list-style-type: none"> • Results of climate compatibility tests and stress tests.
To publish climate metrics and define objectives in line with the action plan adopted.	<ul style="list-style-type: none"> • Publish the metrics used by the Bank to evaluate, monitor and manage climate risks. Include the hypotheses and methodologies used. • Publish the greenhouse gas emissions of all the Bank's activities, in accordance with the GHG protocol. • Set the objectives for reducing greenhouse gas emissions in terms of the Swiss Confederation's objectives. 	<ul style="list-style-type: none"> • Results of climate compatibility tests. • Carbon audit and action plan to reduce our carbon footprint.

¹ <https://unfccc.int/process-and-meetings/the-paris-agreement>

2. Corporate ethics

2.1. The basis of our corporate ethics

Beyond the adherence to legal and regulatory requirements that are part and parcel of irreproachable business conduct, **banking practice at BCGE is led by the following ethical principles: integrity, equity, loyalty, independence and transparency.** The Bank's Charter of Ethics governs the rules of conduct for all the Bank's staff, whatever their level of seniority.

The Bank monitors developments in corporate governance and takes the necessary measures to permanently guarantee regulatory compliance and adherence to the applicable legislation, as well as to the Charter of Ethics. It has an ad hoc committee tasked with ruling on reputational risks associated with accepting client relationships.

The Bank also has an updated Ethical and Environmental Responsibility Policy, which was submitted to and validated by the Board of Directors in November 2022. The aim of this policy is to go beyond the regulatory requirements, reflecting the way in which the Bank includes non-financial matters within its business model.

In addition, the Staff Regulations are among the documents setting out the ethical principles that guide the Bank's relationship with its employees. These include rules of behaviour and, in particular, require staff to demonstrate emotional and sexual integrity; in addition they are to keep their professional knowledge up-to-date, to stay informed as regards new banking regulations and internal procedures, and to pursue improvement as necessary in order to better carry out their work.

2.2. Compliance and tax conformity

The Bank has put in place a solid organisational framework that enables it to adhere to legislation and its activities to comply with regulations in the wider sense. Benefiting from an experienced team, the Compliance department is, in particular, responsible for combating money laundering and terrorism financing, adherence to national and international sanctions, monitoring regulations, adherence to cross-border standards, consolidated supervision and second level¹ controls. These various tasks form part of the irreproachable conduct and the good reputation that the Bank must ensure at all times.

Combating money laundering and terrorism financing together make up one of the Compliance department's fundamental activities. It comprises protecting the Bank from any ill-intentioned clients who might use its services to carry out illegal activities. Within this context, the Compliance department may be required to give its opinion at the start of a relationship, during it, or when it is terminated. The Bank's specialists take positions on the basis of in-depth research, reflected in fine-grained and complete analysis of the clients or prospects concerned.

In order to ensure the independence of the positions taken by its Compliance department while avoiding any possible conflict with the front office, **the Bank has put in place an internal entity which may be called upon if opinions between them diverge.** This is the Compliance Authority, comprising staff from various internal units, excluding the front office. The decisions of this committee may, at the Compliance department's request, be referred to the Executive Board.

If it is suspected that funds are of criminal origin, the Compliance department's anti-money laundering specialists communicate with the Money Laundering Reporting Office (MROS). Recent legislation and authority expectations have led to an increase in the number of communications with the MROS. The presumed infringements come within the sphere of the Bank's activity and the information published by MROS. This communication is undertaken exclusively by means of the IT system provided by MROS.

The correct application of national and international sanctions is another crucial aspect of the Compliance department's work, which protects the Bank from major penal and reputational risk. In this way, the Compliance department ensures that it can detect and prevent operations involving countries, persons, entities and/or assets affected by such sanctions.

¹ Independent checks on operational activities consistent with the concept of second line of defence as proposed by Circular FINMA 2017/1 Corporate governance – banks.

Regulatory monitoring ensures that the Bank can keep up with normative and legislative amendments and integrate them to best effect within its operations. The aim is to proactively prepare the ground for implementing new regulatory standards and requirements. Legislative amendments that have a direct impact on the Bank's business are subject to particularly close scrutiny: such as those relating to laws governing the financial markets, or introducing new offences preceding money laundering, following the example of the environmental protection law² as currently being amended.

Adherence to cross-border standards allows the Bank to comply with the legislation of countries in which it is active. Such adherence is essential, as practice that is transparent and compliant with local standards not only fosters healthy and long-term business development, but also helps ensure that foreign authorities do not enter into proceedings against the Bank.

The Compliance department undertakes the consolidated supervision of the Bank's subsidiaries and representative offices. Swiss legislation requires that this supervision be carried out by the parent company. The Compliance department therefore closely supervises all these entities and on-the-spot checks are regularly carried out.

Second level¹ controls help improve the quality of work and make front office colleagues more aware of adherence to quality-related requirements. This essential activity ensures that statutory standards and other internal requirements are uniformly applied.

In terms of tax compliance, the Bank's business policy is based on accepting client assets that are tax-compliant; it prohibits any active assistance in avoiding tax-related statutory requirements.

BCGE strictly adheres to Swiss regulatory requirements and applies international standards in respect of the OECD's (The Organization for Economic Cooperation and Development) automatic exchange of information on financial accounts. The Bank also ensures application of and adherence to the provisions of FATCA (Foreign Account

Tax Compliance Act), concluded between Switzerland and the United States, together with those relating to the Qualified Intermediary Agreement (QI).

As a universal bank, BCGE ensures that the rules it puts in place take effect across the board, in all its activities and products, and take into account foreign tax requirements when they have an impact on its clients, its operations or its tax compliance.

The Tax Compliance department comprises a team of proactive specialists with in-depth technical knowledge, and a committee dedicated to "Development of Swiss and international taxation" which can be activated on specific subjects. Tax supervision undertaken by the Tax Compliance department makes it possible to anticipate tax events and/or possible complaints affecting the Bank.

In 2022, our client advisers, numbering over 260, followed e-learning courses to update their knowledge of risk management and due diligence as regards AMLA (Anti-Money Laundering Act) and KYC (Know Your Client): subjects covered were client profiles, corroboration and plausibility analysis of the information obtained.

These same client advisers, together with their colleagues in the support units concerned with American taxation, i.e. over 310 members of staff, were made aware of application of the due diligence rules required by FATCA, together with the basics of the QI regime.

² fedlex.admin.ch/eli/cc/1984/1122_1122_1122/fr.

2.3. Data protection and monitoring of cyber risks

A new version of the Swiss Federal Data Protection Act (LPD) will come into force on 1 September 2023. Like the European Union's general data protection regulation, the new data protection law will apply only to processing the personal data of natural persons and will exclude legal entities.

The revised Data Protection Act introduces several innovations inspired by European regulations. These include the following: the requirement to adhere to data protection principles from the time of inception and by default; the strengthening of the role of the Federal Data Protection and Information Commissioner (PFPDT); the requirement to report to the Commissioner any infringements of data security in cases of enhanced risks for the personality or fundamental rights of the persons concerned; a requirement to carry out an impact analysis before undertaking processing liable to bring about such a risk; specific regulations regarding automated individual decisions (AID)¹ and portability of data; and a broadly reinforced sanctions regime.

As the future legal framework is known, the Bank is working on achieving compliance with the new law. The Bank has already published and updated on its website (www.bce.ch/en/protection-des-donnees) a general announcement about data protection and the processing of its clients' personal data. However, some changes may still be made by the time the new law comes into effect.

The register of personal data processing activities, drawn up in 2020 and required by the new law, is in the process of being updated. This document facilitates systematic implementation of the new requirements as regards the Bank's various internal processes. These steps will be progressively extended within the BCGE Group as necessary.

The internal guidelines and practices regarding data protection are also being completely reviewed under the supervision of a data protection committee, comprising representatives from the main departments potentially concerned.

In 2022, all BCGE Group staff affected by the Swiss Data Protection Act – a total of 850 persons – received training in the principles of and rules applicable to the processing of personal data.

The best cyber security practices are applied to meet the financial sector's demanding requirements. Permanent monitoring of cyber threats, coupled with external cyber protection partnerships and use of normative structural frameworks (NIST), are together laying the ground for a plan encompassing cyber risk management and multilevel security. This will cover the life-cycle of every infrastructure component. Regularly raising staff awareness enhances the resources for detecting cyber threats and strengthens the system.

Audit reports provide evidence of the high level of security in place and compliance with the regulations relevant to the banking industry.

2.4. Whistleblowing policy (protection of whistleblowers)

For the benefit of clients

If clients are dissatisfied with the Bank's services, they can report their experiences and complaints to their main adviser. The Bank is scrupulous in dealing with complaints, doing so within a well-defined framework and with all necessary diligence. The Executive Board is regularly informed as to the type and number of complaints lodged by our clients. As the Bank is a member of the Swiss Bankers Association (ASB), clients may also forward their questions and claims to the Swiss Banking Ombudsman, who acts as an information point and mediator between banks and their clients.

¹ Decision that has legal effects or significantly affects a natural person and that is taken solely on the basis of the automatic processing of personal data (without human intervention).

1,178 complaints were recorded during the year, for a total number of clients of 244,225 as at 31.12.2022. 864 of these complaints were deemed justified, i.e. a 1.12% increase over the previous year (total clients having increased by 2.4% in 2022).

For the benefit of staff

BCGE provides appropriate protection for whistleblowers acting in good faith, in order to promptly shut down any irregularities, save effort and avoid any harm to reputation. Employees may access their line management, the Compliance department, the Risk business unit or Internal Audit. The mediation structure is the final (external and confidential) intermediary that staff members may activate to express their disquiet.

Of the 73 cases handled by the BCGE Staff committee, the SSIE (*Service social inter entreprises*) and the external mediation body, the Bank has recorded only one case related to whistleblowing. This case has now been closed.

2.5. Policy for combating private corruption

For the benefit of clients

*“Whether it’s a box of chocolates, a lunch or dinner, an invitation to professional event – gifts and invitations are courtesies that are just a normal part of business life.”*² This statement from an internationally recognised organisation is a reminder that giving gifts is a traditional feature of business and is accepted within that context. These are courtesies that a company respects, as they are a reflection of a solid business relationship. It may also happen that those clients or service providers practise the same business courtesy which, far from hiding reprehensible intentions, forms part of accepted practice.

Nonetheless, gifts and invitations must be accepted within a clear and precise framework, and offering them must be subject to checks so as to avoid conflicts of interest. It is a matter of making sure that these benefits comply with accepted custom and do not influence a business decision. In line with the recommendations of the national authorities and international organisations, BCGE has put in place guidelines that specify clearly and fully the circumstances in which a gift may be accepted. The Staff Regulations indicate these in general terms. More detailed internal documents specify, in particular, maximum amounts and the complete ban on cash gifts, together with the procedure to be followed for declaring gifts or reporting the offering of prohibited gifts. Where these rules are infringed, the sanctions contained in the Staff Regulations are applicable.

Other activities carried out by staff are also subject to particular scrutiny, as stated in the guidelines in place. These activities must be declared and are subject to an authorisation procedure. Employees may not commit themselves to such an activity without the internal authorisations required. In particular, the Bank ensures through this process that the additional activity concerned entails no conflict of interest.

Moreover, for the sake of transparency and in order to avoid abuses, the Bank has put in place standards in respect of business travel and the reimbursement of associated expenses, and for business meals on or off its premises.

In so doing, BCGE reduces its exposure to risks relating to conflicts of interest, and indeed to private corruption.

² Transparency International Switzerland, *Prévention et lutte contre la corruption dans les PME: Cadeaux et invitations*. 2021, p. 1 (TI_KMU_2020_V1 (transparency.ch)). According to SECO (State Secretariat for Economic Affairs), these principles also apply to large companies and multinationals (korruption_vermeiden_fr.pdf, p. 5).

3. Client needs

3.1. Quality of services

Providing competitive services that meet clients' needs

The number of new clients registered during the 2022 financial year was 18,028, of whom 35% joined online independently, following current practice in banking services.

Offering financial services for investment and pension planning that respect long-term interests

Launched over 20 years ago, BCGE's Avantage service loyalty programme rewards clients over the long term, by offering an interest bonus of up to 2%; 36,648 clients thus benefit from an additional yield on their savings.

Giving access to quality financial information

BCGE makes available to its current and prospective clients informative investment material, including a financial tool kit for individuals, companies or the property sector. It regularly publishes its economic outlook together with its applied tariffs, which are reviewed once a year.

3.2. Services meeting ethical and environmental standards

Being by nature a community service project, BCGE is committed to taking a responsible approach. It is especially attentive to the development of society and the needs of its clients. In whichever area – daily banking services, financing or investments – it offers a choice of services meeting ethical and environmental criteria.

For its range of investment funds, the Bank has opted for a policy of rating by an independent external agency. This provides investors with an instrument for ESG control and performance measurement that they can apply to the products concerned at regular intervals.

BCGE has a responsible performance investment policy, which can be viewed at bcge.ch



BCGE IS COMMITTED

3.3. Quality of service

Obtaining a high level of client satisfaction

An external body undertakes regular satisfaction surveys on behalf of BCGE, recording scores in this respect for both individual and corporate clients. With a score of 8.4 out of 10 for natural persons and 8.3 out of 10 for legal entities, it is among the leaders in its home region.

Geographically accessible and available to all

With 21 branches and the largest number of ATMs in the canton, BCGE possesses Geneva's densest network of physical banking outlets. It is also able to rely on the facilities of Switzerland's premier banking organisation, the 24 cantonal banks within the Association of Swiss Cantonal Banks.

BCGE staff are reachable by telephone for advice, information or emergencies from Monday to Friday from 7:30 a.m. to 7:30 p.m., on Saturday from 9 a.m. to 4 p.m. and on Sunday from 9 a.m. to 1 p.m.

4. Social responsibility at the heart of BCGE's business model

This section focuses on the interaction between the Bank's activities and the ecological and social environment. It gives details on how BCGE integrates non-financial matters within its business model. Environmental issues, particularly concerning climate, are of great importance. From 2025 (with reference to 2024), climate will be the subject of a specific focus, in the form of a TCFD (Task Force on Climate-Related Financial Disclosures) report. **For all the non-financial matters considered, this section details BCGE's social responsibility in terms of the Bank's four pillars:**

- Corporate banking (4.1)
- Client lending (4.2)
- Client investments (4.3)
- BCGE investments (4.4)

Four areas of impact

The company	Financing the economy	Management of client financial assets	Financial investments on its own account
<p>BCGE is a model company in terms of reducing its direct environmental impact.</p> <ul style="list-style-type: none"> • The 2021 carbon audit shows a reduction in CO₂ emissions of 5.5% compared with the 2020 audit. • The Bank wishes to approach carbon neutrality by 2030. • BCGE was awarded the Swiss Climate CO₂ Footprint label in 2021 and 2022. • In 2022, BCGE received the SIG Energy Transition trophy for its energy optimisation measures and systematic research into eco-efficient solutions. 	<p>In accordance with its mandate, BCGE is at the service of all companies.</p> <ul style="list-style-type: none"> • As the principal provider of finance for housing – in particular social housing – in Geneva, the Bank is assisting and financing the energy transition of local residential buildings. • As a local pillar of SME finance, the Bank talks to its clients about the energy transition and guides them through the issues. • As a provider of finance for import/export companies, including commodities trading companies, the Bank includes selective environmental, social and governance (ESG) criteria in its analysis of client firms when it makes lending decisions. 	<p>BCGE has been providing its clients with ESG investment solutions for over 20 years.</p> <ul style="list-style-type: none"> • At 31.12.2022, the share of ESG investment vehicles and products taking account of ESG criteria in the Bank's discretionary¹ management amounted to 30.7% of total assets. • The Bank is maintaining and reinforcing the ESG transparency of its Synchrony funds (governed by Swiss law) by using research and evaluations carried out by external ratings agency MSCI ESG Research. • The Bank is a signatory to the United Nations Principles for Responsible Investment (UNPRI). • BCGE is committed to supporting Building Bridges. 	<p>BCGE provides full disclosure as regards the ESG profile of its own financial investments.</p> <ul style="list-style-type: none"> • Only 0.6% of all assets under management are invested in the energy sector (oil and gas). • BCGE participated (as co-lead) in the first Swiss public sector offering of a green bond (for the Canton of Geneva) in 2017, and did so again in 2019. • BCGE also structured the Canton of Geneva's first socially responsible private investment in 2021.

¹ Discretionary management, i.e. with no advisory mandate and free management. Neither certificates nor private equity funds are included.

4.1. The Bank's carbon footprint

A daily effort

BCGE strives systematically to monitor and to reduce the environmental impact of its operational activities. BCGE is progressively reducing its carbon footprint by improving the management and energy efficiency of its buildings. It does this by using recycled paper (or paper from sustainably managed forests), by reducing its energy consumption and by practising responsible waste management.

In order to better control and manage its efforts to reduce its carbon footprint and resource consumption, the Bank commissioned the Swiss Climate company to undertake a carbon audit in 2021, on the basis of 2020 data. It repeated the exercise in 2022, on the basis of 2021 data, and plans to do this annually. Carrying out a carbon audit offers the opportunity to evaluate, in complete transparency, the effectiveness of the measures undertaken to reduce emissions.

The Bank's aim is to put in place a precise action plan to achieve carbon neutrality by 2030. It will act primarily on aspects that can provide significant emissions reductions, before availing itself of possible compensation measures.



The Swiss Climate CO₂ Footprint label

In 2021 and 2022, BCGE was awarded Swiss Climate's CO₂ Footprint label. The Swiss Climate label, which is awarded to companies implementing an overall climate strategy, has been recognised by PUSCH¹ (the Swiss practical environmental foundation) as being the best in the area of climate protection. It is also validated by an independent auditor that adheres to the international ISO 14064-1 standards and the Greenhouse Gas Protocol, guaranteeing its traceability and independence.

A consolidating 2021 carbon audit

The 2021 carbon audit made it possible to fine-tune and consolidate BCGE's approach. In order to make 2020 a reliable baseline year, the following adjustments had to be made:

- 1) Retroactively correct some data mainly associated with heating.
- 2) Apply the widening of the perimeter of the system covered in the 2021 audit to the 2020 audit.²

These modifications have the effect of changing total emissions for the 2020 audit from 1,957 tonnes of CO₂ (as published in the EERP 2021 report) to 2,336 tonnes. **The 2021 audit shows total emissions of 2,208.5 tonnes of CO₂, i.e. a reduction of 5.5% compared to the 2020 audit.**

Change in emissions by category

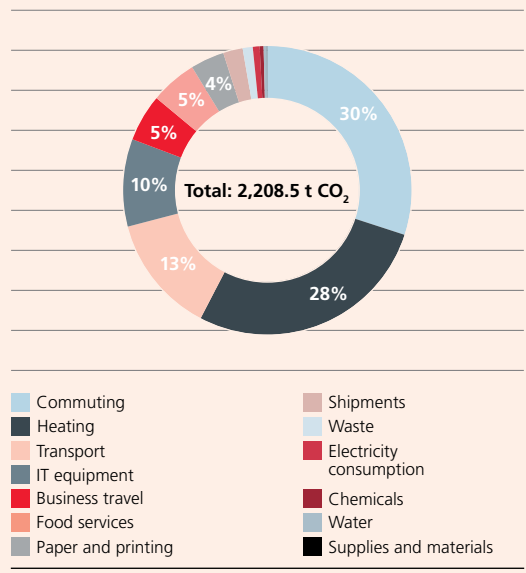
Emissions (tonnes of CO ₂)	2021	baseline year
Commuter journeys	662	-7%
Heating	610	-21%
Transport	294	+0%
Total IT equipment	217	+2%
Business travel	117	+32%
Restaurants	116	+132%
Paper and printing	84	-52%
Dispatch	48	+100%
Waste	25	+85%
Electricity consumption	17	-0.6%
Chemical products	9.7	+100%
Water	8.2	+3%
Supplies and materials	0.6	+100%
Total emissions	2,208.5	-5.5%

Source: Swiss Climate

¹ Pusch is committed to conservation of the environment, the sustainable use of resources, and to richly biodiverse habitats. pusch.ch/fr/pusch-en-bref.

² Retroactive inclusion of the load transported by the transport company of the carrier (ISS), from data pertaining to Dimension, Capital Transmission and Loyal Finance AG.

BCGE's CO₂ Footprint
2021



Source: Swiss Climate

Total emissions decreased by 5.5% (-127.5 tonnes CO₂) compared with 2020. The categories contributing most to this reduction were heating (-21%, -159 t CO₂), paper and printing (-52%, -89 t CO₂), and commuter journeys (-7%, -48 t CO₂). Conversely, the categories with emissions that increased the most were restaurants (+132%, +66 t CO₂), postal dispatch (+100%, +48 t CO₂), business travel (+32%, +28 t CO₂) and waste (+85%, +11 t CO₂). Carbon intensity per employee was reduced by 11% (-0.3 t CO₂/FTE¹) compared with 2020.

Commuter journeys

At 662 t CO₂, commuter journeys were the greatest source of emissions in BCGE's 2021 CO₂ audit, representing 30% of total emissions. However, emissions decreased significantly compared with 2020 (-7%), despite distance travelled on commuter journeys having increased +4% compared with 2020. This decrease can mainly be explained by the growing proportion of climate-friendly modes of transport (electric cars and bicycles, hybrid cars, trams).

BCGE encourages the use of public transport by providing staff with a TPG (Geneva public transport) season ticket together with an incentive allowance. 26% of staff working in Geneva benefit from these, at a total cost of CHF 183,110, which is entirely covered by the Bank. Special conditions are offered to staff at sites outside Geneva. Through an incentive policy, the Bank recommends that its staff, when travelling on business, take trains and other public transport as much as possible. BCGE aims to increase its parking provision for bicycles, which should more than double by 2024.

Flexibility among modes of transport is a long-term objective, in order to encourage climate-friendly mobility and reduce the use of private vehicles so that they are only used when needed. For example, since 2022 it has been possible to book a BCGE parking space invoiced on a one-day basis (rather than on the previous season-ticket basis).

With the highest density of branches in the Canton of Geneva (21), BCGE demonstrates its priority of ensuring geographical proximity to clients, so that they can keep their car journeys to a minimum and use the public transport links connecting all the Group's branches.

Buildings: heating and electricity consumption
Carbon emissions from heating decreased by 21%. Totalling 610 t CO₂, heating is BCGE's second biggest source of emissions. The share of renewable energy was 12% in 2021. Electricity consumption, essentially based on renewable energies, remains at a very low level (17 t of CO₂). This improvement is a result of the efforts made to transform and renovate the Bank's premises, operated in a cost-effective, ecological way, in cooperation with the cantonal authorities, architects and engineering firms.

¹ Full time equivalents.

	2022	2021	2020	2019	Change 2022–2021
Fuel oil (kWh) ¹	809,663	1,126,199	868,914	998,168	–316,536
Electricity (kWh) ²	3,040,508	3,494,497	3,642,816	3,730,053	–453,989
Gas (kWh) ²	0	815,400	970,504	890,754	–815,400
Thermal energy (kWh of heat) ²	767,654	312,731	–	–	454,923
Water (m ³)	7,264	13,559	11,728	9,515	–6,295

Source: BCGE – Operations Division

¹ The consumption of fuel oil was lower in 2022 than in 2021 due to a very long, hot and dry summer and a mild winter.

² Since October 2021, BCGE's head office has been connected to the GeniLac® thermal network (renewable energy). Source: SIG

BCGE uses electricity produced in an environmentally respectful way, 100% generated from hydropower in Switzerland, and provided by its current supplier, SIG (*Services Industriels de Genève*). When modernising its facilities, the Bank implements energy efficiency measures and systematically seeks to implement eco-efficient solutions. Since 2009, BCGE has been working to improve the energy efficiency of its 21 branches and two main sites (Ile and Lancy). These constant energy optimisation measures, generating savings of 130.7%, have thus allowed the Bank to surpass the canton's objective of 120% overall energy savings across the 2015-2025 period.

BCGE is pursuing its project of modernising the technical infrastructure of the l'Île building (located at Quai de l'Île 17 in Geneva), specifically the power supply and heating / ventilation / air conditioning (HVAC). After carrying out a variety of studies, it decided in 2017 to link its l'Île building to the GeniLac® ecological thermal network. This solution is 100% renewable and local, and does not generate any greenhouse gases. It has been developed by SIG and uses the water of Lake Geneva and 100% renewable electricity. BCGE is also taking advantage of this project to upgrade the building's insulation, to install solar panels on the roof and to completely refurbish its main branch at l'Île, including the client meeting rooms and work spaces.

SIG Energy Transition prize

In 2022, BCGE received the SIG Energy Transition trophy for its energy optimisation measures and systematic research into eco-efficient solutions, such as:

- Use of 100% electricity from hydropower, produced in Switzerland.
- Linking the BCGE head office to the GeniLac®¹ thermal network.
- Its participation in SIG's Ambition Négawatt Vision² programme and obtaining the SIG-éco21³ certificate.



At the same time, BCGE is continuing to renovate its branches in the Canton of Geneva. This renovation programme systematically includes optimisation of the HVAC (heating / ventilation / air conditioning) facilities once the Bank becomes owner of the property:

- 2021: complete renovation of the Versoix branch, including replacement of the HVAC system with a heat pump (air/water).
- 2023: partial renovation of the Vernier branch with upgrade of the HVAC system.
- 2024: complete renovation of the Plainpalais branch.

¹ <https://ww2.sig-ge.ch/actualites/genilac-le-plus-grand-reseau-thermique-ecologique>.

² <https://ww2.sig-ge.ch/index.php/entreprises/optimisation-energetique-et-environnementale/eco21-entreprises/ambition-negawatt>.

³ <https://ww2.sig-ge.ch/a-propos-de-sig/nous-connaître/le-programme-eco21>.

Transport (material)

Producing 294 t of CO₂, transport is the third most important category in BCGE's CO₂ audit (13%). In 2020, this category was included in the "business travel" category. For the sake of transparency, it was decided to make it a separate category. The category includes three internal combustion vehicles and one electric vehicle. The internal combustion vehicles generate up to 99% of the transport emissions. Most internal mail deliveries are made by a service provider who is requested to use vehicles in the least polluting category of the Euro¹ N5 standard. City-centre deliveries are made on foot, and light mail is delivered by a supplier using bicycle couriers. To assist in technical maintenance operations in its various buildings, the Bank possesses a 100% electric utility vehicle.

Green IT and energy performance

At 217 t CO₂, emissions generated by the "IT equipment" category remain at a relatively stable level. BCGE, which has adhered to the principle of "green IT" since 2011, is improving the energy performance of its computer equipment. When it has to choose new equipment, the Bank takes decisions based on economic and environmental criteria. Continuous renewal of all IT infrastructure enables access to the latest technology (virtualisation, centralised storage, shared computer capacity, the cloud)², while ensuring compliance with future environmental standards for data centres. Mindful of the need for simplification and optimisation, BCGE has chosen to host the majority of its IT infrastructure in external data centres, thus enabling it to reduce electricity consumption and heat generation. At the same time, the Bank is continuing to extend use of its collaborative tools (including video conferencing), in particular at its more distant sites. The aim is to foster staff communication, while reducing business travel.

Waste management

Within the ambit of recycling, BCGE's facilities management carries out its mission responsibly, by centralising and sorting business consumables (paper, used ink cartridges, IT components) on the Bank's premises. Staff contribute by disposing of personal waste (batteries, plastics, aluminium) at dedicated collection points. Each employee has two waste bins, one for paper, the other for non-recyclable waste. Since 2019, BCGE has recycled its coffee capsules.

Responsible purchasing policy

BCGE bases itself on the Group's terms and conditions of purchase, aimed at respecting the environment, with regard to all supplier services. More specifically, the Bank pays attention to the impact of the materials it uses, as well as to sorting waste. Thought is being given to instituting a more detailed responsible purchasing policy, based on the guide to responsible business purchases distributed by the Canton of Geneva's sustainable development service (SCDD).

Bike to work

In spring 2022, BCGE participated in the fifth "Bike to work" challenge, a national event to promote health in the workplace. 39 BCGE employees, divided into 12 teams, went to work by bike during May and June. In so doing, they covered 15,863 km, which the organisers say led to a reduction of 2,284 kg of CO₂ ("We do not calculate the savings but the equivalence, i.e. we look at the quantity of CO₂ that would have been produced if the kilometres cycled had been done in a car emitting 144g/km of CO₂." *Bike to work* <https://lnkd.in/ewtyZgy>). One of the aims of the participating companies is to boost their staff's team spirit and general well-being. They are committed to fostering a responsible attitude to mobility. Keen to promote environmentally friendly mobility, BCGE has taken part in this national PRO VELO Suisse event since 2019.

¹ [admin.ch/gov/fr/accueil/documentation/communiqués.msg-id-28796.html](https://www.admin.ch/gov/fr/accueil/documentation/communiqués.msg-id-28796.html).

² Cloud computing refers to the use of remote servers hosted on the internet to store, manage and process data rather than the use of a local server or a personal computer (source: Wikipedia).

Consumables	2022	2021	2020	2019	2018
Paper purchases (number of sheets) including:	4,421,000	5,163,000	3,503,000	4,082,100	6,105,000
FSC wood fibres	122,000	69,000	21,000	104,100	60,000
FSC eucalyptus fibres	4,362,000	3,654,000	2,762,000	3,113,000	4,220,000
100% recycled	- ¹	840,000 ²	720,000	865,000	1,825,000
Paper destroyed (in tonnes)	45	55	54	49	75
PET recovered (kg)	1,156	1,088	1,316	1,201	1,546
IT components recovered (kg) ³	398	80	580	194	125

Source: BCGE – Operations Division

¹ Since 2022, BCGE has used “FSC wood fibre” and “FSC eucalyptus fibre” paper.

² Correction made to the figure communicated in the 2021 report.

³ IT components are only weighed when delivered to the recycling plant; prior to which they are stored in a warehouse.

Genève Région Terre Avenir

The BCGE staff restaurant chose its service provider, Eldora, on the basis of its environmentally responsible positioning. The company selects suppliers as far as possible according to the tenets of GRTA (*Genève Région Terre Avenir*, or “Geneva region, land of the future”). This label emphasises:

- The quality of the products selected, which exclude any genetically modified ingredients.
- Local suppliers, by preferring short supply chains, thereby reducing its transport-related carbon footprint.
- Traceability, by processing the product as little as possible between the producer and the plate.
- Fairness, by guaranteeing working conditions and total respect of collective agreements by the farmer.
- Doing business locally, in the interests of the producer and consumer, is one of the commitments the service provider has to make.

Moreover, since 2019, BCGE has used, for its takeaway offering, the reCIRCLE system (supplied by a Bern-based company which provides an ecological alternative to disposable crockery and cutlery). No single-use products in catering areas have been used since the end of 2022.

4.2. The business of financing the economy

BCGE is constantly adapting its range of financing services, inspired by the highest ethical and environmental standards. This applies to all its financing activities.

Real estate financing

BCGE is Geneva’s leading home financing institution. It finances a large proportion of the canton’s social housing stock. For its entire local property portfolio, it guides and finances the energy transition with the following business offerings:

- The aim of the **Prêt hypothécaire pour habitation Minergie® (minergie.ch)** [mortgage loan for Minergie housing] is to support clients when they renovate or buy a property that meets the highest Minergie performance standards. This product makes it possible to finance 100% of the additional investment required for obtaining the Minergie® energy-saving standard, for all types of property, without the need to provide more funds (on a maximum of 10% of the cost of construction, excluding cost of the land).
- The **Crédit projet rénovation durable** (sustainable renovation project loan), which may be applied for directly online or at one of BCGE’s branches, gives home owners the opportunity to finance sustainable renovation work at a preferential interest rate.

The Bank adjusts its offering to meet the mortgage requirements set by the regulator. It also adapts the offering to fit the new cantonal regulatory frameworks that set out the precise energy transition criteria.

Vehicle leasing

BCGE vehicle leasing offers a particularly attractive rate for financing electric or low fuel consumption vehicles. A special low rate applies to the least polluting vehicles according to the criteria set by the cantons.

Global commodity finance

Switzerland is the world's leading centre for international trading in commodities: energy, agricultural products and ferrous and industrial metals. The sector largely centres its activity on the Lake Geneva region, mainly Geneva itself. It accounts for 4% of Switzerland's GDP, and provides about 35,000 jobs. Switzerland has around 550 [such] companies which contribute substantially to public resources (22% of the budget of the Canton of Geneva, 10% in Zug and 19% in Lugano, for example). BCGE works with these companies as part of its mission of contributing to economic development. The business is centred on transactional finance of bulk commodities moving between a country of origin towards a consuming country, thus actively responding to the needs of the real economy.

Decisions to grant loans have long included environmental, social and governance (ESG) selection criteria when analysing client companies. This non-financial review gives an idea of the risks inherent in the business of commodity traders in this respect. The analysis takes into account the company's relevant history and exposure to these criteria in its market. The conclusions of this analysis determine whether or not the loan is advanced to the company, but have no bearing on the charges applied. This underscores the fact that these lending criteria are absolute and non-negotiable. The approach taken is continuously adjusted in order to meet the regulator's increasing requirements in terms of transparency.

SME financing

The Bank's SME clients are also facing the challenges associated with the energy transition. BCGE guides these companies through the transition by offering them appropriate financing advice and tools.

In accordance with its mandate, BCGE is at the service of all companies. It practises no discrimination in the granting of credit or in its conditions. It does, however, have a system for gauging the degree of environmental risk – climate risk, in particular – to assess the possible financial materiality as regards its financing portfolio as a whole.

This system serves a dual purpose:

- To strengthen the decision-making process for the granting of credit by including non-financial criteria, thereby responding to market expectations.
- To equip the Bank with an objective and pragmatic tool to better to guide the client in the energy transition.

4.3. Management of client assets

BCGE manages Synchrony investment funds (synchronyfunds.com) and management mandates for its private and institutional clients.

For a number of years, we have seen an unquestionable move towards responsible investment and an increasing awareness of the importance of environmental, social and governance (ESG) criteria. It is becoming increasingly commonplace to include ESG factors in the process of financial analysis and investment decision-making. BCGE has been progressively integrating these factors for over 20 years, to facilitate a better understanding of the risks and opportunities that they are likely to entail.

BCGE's responsible approach

More and more investors expect investment specialists to base their investment decisions not only on traditional financial criteria, but also on ESG factors. In this respect, BCGE aims to satisfy the financial requirements of its clients by means of a responsible investment approach that is based on systematic inclusion of ESG factors in the financial analysis.

Responsible investment, based on inclusion of ESG criteria, embodies the conviction that non-financial issues can be financially material, and so justify taking them into account.

This distinguishes it from traditional investment. The Bank considers that the long-term resilience of portfolios can be improved by taking ESG data and trends into account in investment decisions, as a complement to traditional financial criteria. In this way, it mirrors the Swiss Federal Council's roadmap on sustainable development. Including ESG criteria in the investment process makes it possible to value companies that:

- Take account of environmental and social risk factors in their business model.
- Seize the growth opportunities presented by environmental and social challenges.

This approach is an indirect way of encouraging and helping companies – in a process of virtuous logic – to take into account social and environmental factors.

Signatory of:



PRI – Principles for Responsible Investment

The BCGE asset management division adheres to the United Nations Principles for Responsible Investment (UNPRI). As a signatory to these principles, it is committed to integrating environmental, social and governance (ESG) factors within its investment processes in a progressive, relevant and appropriate manner.

Our responsible investment solutions

BCGE Asset Management administers several funds and mandates that are dedicated to responsible investment. For example, exposure to the Swiss equity market can be gained through strategies that select investments on the basis of traditional financial criteria as well as environmental, social and governance factors. What distinguishes the approach adopted is that it systematically includes ESG criteria in its fundamental and company valuation analysis. BCGE Asset Management also offers a multi-management ESG fund which fulfils the requirements of Swiss occupational pensions and invests solely in assets generally recognised as responsible. Created in June 2022, the Synchrony Optimised SPI ESG Weighted fund now completes the responsible investment products offering. It allows institutions to invest in a fund following an index that incorporates ESG exclusion criteria and re-weights the assets according to their ESG rating. At 31.12.2022, the

Synchrony investment funds managed according to responsible investment principles¹ totalled CHF 1.4 billion, representing approximately 41% of the whole Synchrony range.

The Bank has implemented a policy of excluding controversial activities in all its direct equities investments. This applies to cluster munitions, anti-personnel mines and nuclear weapons destined for countries that have not signed the Treaty on the Non-Proliferation of Nuclear Weapons. In so doing, BCGE is following the recommendations of the Swiss Association for Responsible Investments (SVVK-ASIR).

71.4%

of the directly managed equities investment funds apply the exclusions of the Swiss Association for Responsible Investments.

The Best of mandate, BCGE's wealth management flagship, is also available in an ESG version. The Best of ESG mandates, created in 2020, and Best of Swiss Economy ESG are particularly aimed at clients who, while convinced by the BCGE investment philosophy and the principles of the Best of mandate, also wish to apply a sustainability filter to the management of their wealth. The number of private responsible investment mandates continued to increase during the year, reaching a total of 1,211 mandates at 31.12.2022. This represents more than one mandate in six, reflecting the level of client interest in this approach.

The management mandates and asset allocation funds are administered according to open-architecture principles, i.e. they comprise both Synchrony funds and the funds of third parties. To create transparency in the ESG profile of the external funds selected, BCGE has implemented a rigorous selection process. **In 2022, the Bank produced ESG questionnaires for external providers.** These consist of two sections dealing with qualitative and quantitative criteria: one section focuses on the positioning of management companies as regards responsible investment and sustainable development (CSR),

¹ Investment funds only applying the exclusion recommendations of the Swiss Association for Responsible Investments (SVVK – ASIR) are not included.

the other on inclusion of ESG criteria in the investment process. The information gathered makes it possible to classify products in terms of their ESG characteristics, by identifying the approaches applied and the sustainability objectives pursued.

Whenever external funds are selected, BCGE consistently gives preference to investments that are more closely in line with ESG criteria if they are judged to be equivalent to traditional products.

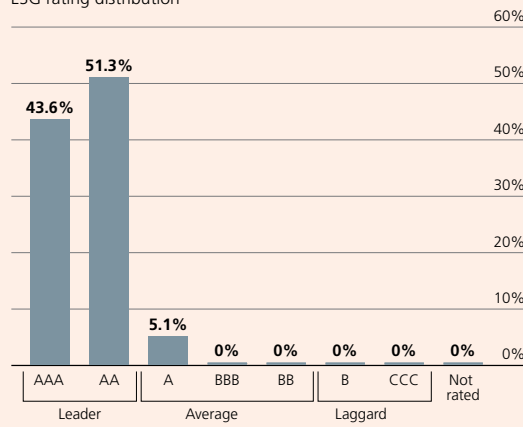
70.5%

of the external funds we follow include or aim to contribute to a sustainability issue.

BCGE is pursuing and increasing transparency in terms of the ESG profile of the financial products offered. To do so, it uses the research and evaluations carried out by external ratings agency MSCI ESG Research.

Range of Synchrony funds

ESG rating distribution



Data as at 31.12.2022 – 39 funds*

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* The two following funds do not form part of the analysis: Synchrony (LU) Liquoptimum (CHF) and Synchrony Private Equity Fund of Funds World.

This additional information, which takes into account the carbon footprint of the portfolios, is intended for clients who wish to know more about the non-financial performance of their investments, whether or not they include ESG criteria in their investment processes. Other than the real estate funds and the investment funds under Luxembourg law, all the Synchrony funds publish a fact sheet about ESG data.

The Synchrony funds are doing well. A majority of them are awarded an ESG rating¹ between AAA and AA (leader), which reflects how effective the companies held are overall, in terms of managing the risks and opportunities associated with environmental, social and governance (ESG) problems. None of the funds are rated B or CCC (lagging).

BCGE works to guarantee thorough integration of ESG criteria in its range of products. It does this, for example, by developing the processes and indicators used in managing the products and in reporting on them. The Bank seeks to provide better support for clients who are aiming more specifically for a positive impact on society and the environment, by selecting themes aligned with the Sustainable Development Goals (SDGs) of the United Nations.²

Outlook for 2023

Regulations regarding sustainable finance will continue to be the major focus of attention in 2023, with the entry into force, at the beginning of January, of the Swiss Bankers Association (SBA) guidelines and the self-regulation of the Asset Management Association Switzerland (AMAS) in September. These are associated with the growing challenge of “greenwashing” and the establishment of the climate profile of our investment portfolios, in compliance with the requirements of the Implementing Ordinance on Climate Disclosures.

¹ The ESG rating aims to evaluate the resilience to material ESG risks of the companies held. It also takes account of the extra-financial opportunities of the Environmental, Social and Governance pillars. In general, the ESG rating does not measure the impact that a company has on society or the environment, nor its “sustainability” profile.

² The Sustainable Development Goals relate to global challenges, in particular poverty, inequality, climate, degradation of the environment, prosperity, peace and justice. un.org/sustainabledevelopment/sustainable-development-goals/

BCGE intends in this way to further embed client expectations in terms of ESG investment and to offer investment solutions aligned with clients' expressed needs and aspirations. Over and above the measures taken by the regulator, the Bank seeks to contribute to good market practice by making it a point of honour to avoid all risk of greenwashing.

BCGE aims to strengthen its system of managing climate risks and opportunities by extending it to asset management on its clients' account.

The Bank thereby hopes to achieve all the transparency required by the Implementing Ordinance on Climate Disclosures by applying the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This work will lead to the production of a TCFD report, which will be a component of the CSR report in 2025, with reference to financial year 2024.

BCGE continues to expand its sources of data. It makes a point of having pertinent, reliable and in-depth data. This allows it to guarantee the quality of transparency in its reporting, which is also a valuable instrument for managing portfolios. With this in mind, it is continuing to select suppliers with targeted expertise in climate-related areas and whose portfolios have exposure to the Sustainable Development Goals (SDGs).

Including non-financial criteria makes the investment universe more complex. BCGE is reinforcing training in "responsible investment" for investment professionals: managers, analysts and advisers. In line with the Swiss Bankers Association (SBA) guidelines, client advisers will have to possess the required general knowledge of sustainable development and specific technical knowledge of the ESG investment approach.



BCGE is committed to Building Bridges

BCGE was one of many stakeholders making a commitment to the Building Bridges Summit 2022, which took place in October 2022 in Geneva.

The Building Bridges conference, launched in 2019 by several international partners, aims to accelerate the transition towards an economic model that is aligned with the Sustainable Development Goals adopted by the Member States of the United Nations. With the aim of finding solutions to complex problems, Building Bridges brings together executives from every domain: the financial industry, corporations, start-ups, governments, the United Nations, NGOs, universities, philanthropists, asset owners, and so on.

Investment offering: volume of total assets, proportion of ESG investment vehicles and products taking account of ESG criteria in BCGE's discretionary management¹ (figures as at 31.12.2022)

Investment vehicles	Total assets (CHF million)	Proportion of ESG investment vehicles ² (%)	Proportion of assets taking account of ESG criteria ³ (%)
Synchrony fund	3,460	41.4	51.8
Mandates (private and institutional)	4,334	22.4	49.3
Total	7,763	30.7	50.4

Source: BCGE – Asset Management division

¹ Discretionary management, i.e. with no advisory mandate and free management. Neither the certificates nor the private equity funds are included. Investment funds only applying the ASIR (Swiss Association for Responsible Investments) exclusion recommendations are not included.

² The ESG investment vehicles are the Synchrony funds and the mandates consistently including ESG criteria in their investment processes. Investment vehicles only applying the ASIR exclusion recommendations are not included. The aim of the SVVK-ASIR association is to provide members with services that allow them to fully meet their investment management responsibilities, while respecting the environment, civil society and the economy.

³ The assets taking account of ESG criteria are the underlying funds, which comprise the investment vehicles (Synchrony funds and mandates) and apply at least one of the responsible investment approaches (e.g. exclusions, positive filtering, ESG integration, themed investments, impact investing, or active shareholding).

4.4. Management of the Bank's own assets

Management of the Bank's own assets mainly comprises the administration of a bond portfolio and a private equity portfolio. The total volume of the Bank's own holdings is in the area of CHF 2 billion. Current investment choices do not formally include ESG criteria. However, development in this area is due for discussion in 2023. Only 0.6% of all the assets under management are invested in the energy sector (oil and gas).

Approximately 3% of the bond portfolio is invested in green bonds. The proportion of green bonds held is substantially in line with that of the Swiss Bond Index AAA-BBB at the end of December 2022.

As regards the private equity funds, 3% of the total commitments is allocated to an "Article 9"¹ fund in accordance with the European Sustainable Finance Disclosure Regulation (SFDR)².

It should be noted that BCGE participated (as co-lead) in the issue of the first Swiss public sector green bond (for the Canton of Geneva), for a total amount of CHF 620 million, in 2017³ and CHF 660 million (as co-lead) in 2019⁴. BCGE also structured the Canton of Geneva's first socially responsible private investment (CHF 50 million) in 2021⁵.

¹ "Article 9" funds are those funds that pursue a Sustainable Development Goal.

² European regulation on the publication of sustainability information in the financial services sector for investors.

³ *Emission de green bonds: une première réussite pour Genève* | ge.ch

⁴ *Nouvel emprunt vert pour le canton de Genève* | ge.ch

⁵ *Première obligation sociale émise par des acteurs suisses* | ge.ch

5. The Bank and its staff

The Bank's business lines centre around providing services. Advising clients, meeting their needs and expectations, quality and speed when dealing with their requests: these are the basis of client satisfaction and BCGE's long-term business success. This means that the Bank's employees are the key links in the client service chain.

A Universal, Human and Evolving bank

Human resources management is based on an employer brand that is created and lived out, both with and for employees. This is why, in 2022, the Bank decided to revitalise and promote, internally and externally, the characteristics that it strives to display: Human, Universal and Evolving.

These values, which constitute the bedrock of Human Resources and its guiding principles, have been expressed through internal and external communications and events, directed towards the Bank's present employees and future talents.

5.1. Developing talents

A company that trains its people

BCGE's priority is to ensure the employability of its staff. It provides continuous high-level training and requires its front office staff to gain recognised qualifications. In addition to the obligatory external qualifications (SAQ) recognised by the banking industry, BCGE also offers certification courses for various areas of business (retail, pensions, lending and investment). The Bank aims to permanently maintain a level of certification exceeding 90% across all banking related positions through a process of continuing education.

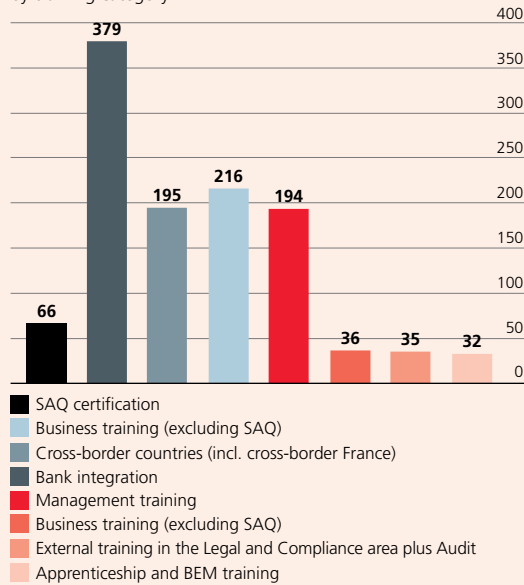
A nursery of young talents

BCGE is a company that focuses on training its people, which include young people coming from various educational formations. Whether apprentices, university interns, people taking the BEM bank training for school leavers, the HES (specialist tertiary qualification) or the FCPM (business training for high school leavers) – at BCGE, these individuals receive training in line with their path of choice.

The great majority of individuals opting for such training join the Bank's staff when their training is completed. During two months over the summer, the Bank also welcomes more than 30 students to help cover the summer holiday absences of its permanent staff. These young people are usually getting their first working experience at BCGE.

Number of individuals in training

by training category



Source: BCGE – Human Resources

Recruitment rate (long-term contract) of staff in training:

80%

on an average of nine people completing their training during the year, or 28 people completing training lasting 18 months to 3 years (other than business training for school leavers).

Internal promotion

As a mid-sized universal bank, BCGE must manage its appointments and key staff carefully, to ensure continuity in positions involving a high level of knowledge and specialisation. The Human Resources department takes note of staff eligible for early retirement and whose level of business or other responsibility is significant to a business line. Adaptability is

key and identified staff frequently progress in the medium term. Another important point favouring transmission of knowledge is that pension fund regulations allow staff to be flexible in terms of their retirement age.

Staff wishing to progress and those identified for medium- or long-term succession are prepared for taking on new responsibilities. Internal mobility is encouraged at all levels. Moving from one business unit to another, gaining experience in one of the Bank's subsidiaries or becoming a branch manager just a few years after finishing an apprenticeship: all these are normal occurrences at BCGE. This mobility policy is reflected in the numbers, which show that the great majority of open positions are filled internally.

70%

of posts are filled by means of internal promotion.

5.2. A responsible employer

Internal and external partners available to assist staff

Various bodies exist to provide assistance to staff. The Human Resources department, which reports directly to the CEO, is the primary communication channel after direct line management. It possesses a wide range of expertise and has a good knowledge of all the staff, offering them a training programme and supporting them along their career path.

Internally, the Staff Committee, comprising six to nine elected members and representatives of various parts of the Bank, is the privileged intermediary between the Executive Board and Human Resources. It constitutes a forum for discussing employee concerns, assessing internal sentiment and contributing to the continuous improvement of working conditions.

Staff also have access to external support in the event of professional or personal difficulties. This support is given by two independent, external bodies and remains completely confidential.



The *Service social inter entreprises*, a non-profit organisation, consists of a team of professionals available to Bank staff and members of their immediate families. Matters connected with the family, personal financial management, housing or of course workplace relationships can be discussed in confidentiality.



A mediator may also be contacted confidentially for situations involving complex professional relationships, and in the event of conflicts regarding respect of the personality, bullying or harassment, where it has not been possible to resolve them within the department. This mediator is the person of trust, external to the Bank, who is a key figure in the field of preventing and dealing with psychosocial risks within companies.

Dematerialisation

Over the years, the Human Resources department has progressively digitalised all routine staff communications. Monthly salary slips and annual statements (pension records, salary certificates, etc.) are all issued as e-documents via online banking. Significant amounts of paper are saved, confidentiality is improved and information storage is automated for every employee.

27,000

The saving in number of sheets of paper.

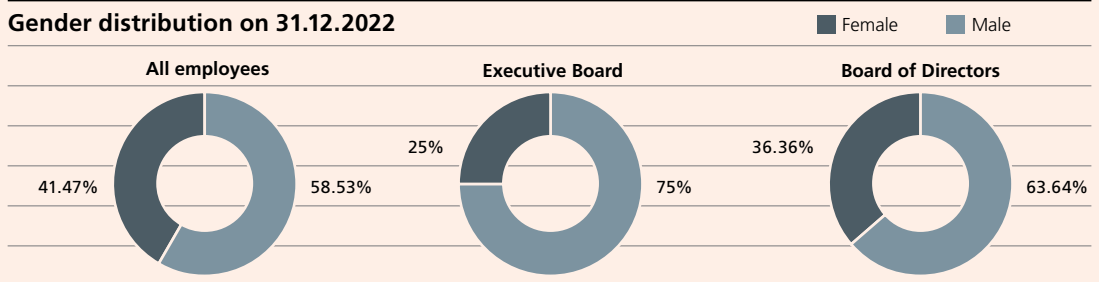
Diversity and equality of opportunity

The Bank attaches particular importance to respect for diversity. It sets great store by talent and personal commitment when recruiting and throughout the careers of its staff. It is politically and ideologically completely neutral. It respects and is in favour of staff taking up public roles and appointments, political or otherwise, and allows adjustments to working times as needed.

It guarantees salary fairness by undergoing external certification. The remuneration models developed for variable remuneration guarantee non-discrimination between men and women.

The Bank requires honesty and responsibility of its staff, and even more so of its management. It does not tolerate inappropriate behaviour of any kind towards colleagues or clients.

Gender distribution on 31.12.2022



Source: BCGE – Human Resources



A fair employer

Based on data from 30.09.2021, the Bank has had its adherence to salary equality between male and female staff audited by the RH Comp-On consultancy firm, in accordance with the SGS (Société Générale de Surveillance) Fair-On-Pay certification standard.

The Logib analysis compliant with all federal guidelines shows that the gender pay gap is within the 5% tolerance limit. SGS thus awarded BCGE its "Fair-On-Pay+" certificate, which qualifies the company as a fair employer and highlights its sustainable commitment to equal pay.

Work and health

Beyond its legal responsibilities, the Bank has developed a health management policy that clearly sets out its commitment to the well-being of its staff in the workplace, in particular in the form of a working environment that promotes harmonious professional development. While persons new to the matter may view the monitoring of absences as unreasonable behaviour by the employer, this is absolutely not the case. An absence rate exceeding a benchmark level in an entity may be a symptom of a lack of well-being or an excessive workload, as it may be with unusual or chronic absences by an employee. The Bank practises methodical and sympathetic monitoring. This also applies to members of staff absent for a long period. As they are often dealing with challenging health conditions, the Bank provides them with the opportunity to connect with *Service social inter enterprises*, who will act as an intermediary between the various agencies involved (health or accident insurers, pension fund, disability insurance, etc.).

The Bank periodically offers its staff various health benefits such as anti-flu vaccination and a heatwave plan. Within the Bank, staff located across a number of buildings occupy various functions such as first aider, fire marshal, ergonomics contact person, and a health and well-being at work coordinator.

In terms of risks, the Bank protects staff travelling on business in regions at risk with an appropriate assistance package (covering medical expenses, repatriation, luggage, etc.). This cover has also been extended to benefit staff travelling for personal reasons. High-level occupational and non-occupational accident cover is also made available to staff.

The Bank has an active sports and leisure group: fourteen sections, run by Bank staff, offer activities ranging from sport to gastronomy and from bee-keeping to photography. The two main buildings are equipped with changing rooms, lockers and showers, allowing staff to get changed when they cycle to and from work or take part in a sport.

5.3. Context and organisation of work

Performance and remuneration

The fixed component is the main element of remuneration in the Bank, although variable remuneration may be proportionately more significant in relative terms for high-responsibility positions or certain specific business areas.

The evaluation of individual and collective performance in the variable component that can result from it is made objective at BCGE by mathematical remuneration models. Fifteen models have been developed by the Group since 2010, covering most of the front office staff (nearly 400 employees). Client interest is at the centre of these models; indeed, variable remuneration may be reduced or entirely eliminated if requirements in terms of control and administrative processing or compliance are not respected.

Indirect remuneration

Staff benefit from advantages in addition to their remuneration. Being one of the Bank's staff includes membership of the pension fund, which is among the best in the market in terms of retirement benefits; it also offers very complete cover for risks (death or disability).

128%

Coverage ratio of the pension fund at 31.12.2022.

At BCGE, staff may become shareholders after three years of service on the basis of loyalty and as of their first year if they receive variable remuneration.

With the exception of a plan concerning retiring staff (every five years) and the exceptional benefits paid in shares, all other plans require staff to invest personally in shares in order to receive free shares. All these shares are blocked for five to ten years. Staff thus have an interest in, and are motivated by, the long-term performance of their Bank.

At 31.12.2022, 75% of Group employees (699) held BCGE "bearer" shares, having either acquired them through bonus plans or having purchased them on the open market. At the end of 2022, they owned 213,799 shares in total (or CHF 38.4 million at 31.12.2022, i.e. 3.0% of the Bank's total stock market capitalisation). Including retired staff and other beneficiaries of preferential terms, this figure rises to 270,490 shares.

As clients of the Bank, staff members benefit from preferential bank lending conditions. The tariffs are calculated in such a way as to cover administrative costs, but the Bank's margin on services offered to staff is very small or non-existent. These conditions are maintained for retired staff.

The Staff Regulations, which are annually put before the Board of Directors for approval, offer additional benefits, such as the right to unpaid sabbatical leave; parental leave may be extended until the child's first birthday.

Beyond statutory leave (20 days), BCGE has introduced supplementary leave, taking into account the age and seniority of the staff member (from 5 to 10 days more). The duration of special leave at BCGE is in general longer than that required by law or tradition.

Moreover, on one occasion in their career, all staff members with an indeterminate employment contract and at least 20 years of service may benefit from a long period of leave (maximum 3 months).

6. BCGE, a responsible bank

6.1. Creating value for the public sector and supporting investment in Geneva

BCGE's constitutional mission is realised in the form of the services offered to its clients, to companies and to Geneva's public and parastatal organisations, and by generating dividends, stock market gains, and taxes, which directly benefit Geneva's public authorities.

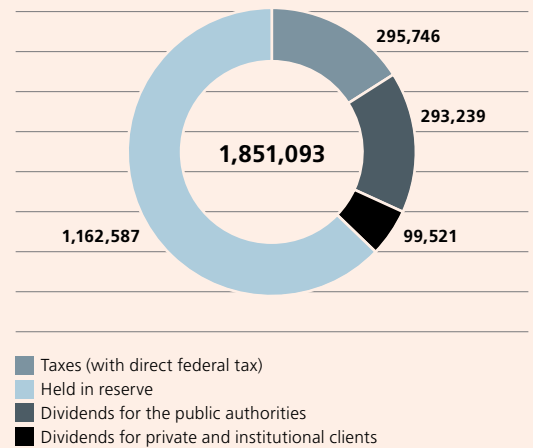
In 2022, the BCGE Group paid the equivalent of CHF 222 per household in dividends and taxes to the Canton of Geneva and its municipalities, i.e. a total of nearly CHF 60.3 million. Since 2000, it has created value of over CHF 1.8 billion, with 77% of this amount – CHF 1.43 billion – accruing to the public authorities.

The Group bought goods and services worth CHF 100.9 million from suppliers in Switzerland. A major proportion of this amount was paid to Geneva-based companies or to the Geneva entities of companies invoiced in other Swiss cantons, such as Swisscom.

In terms of taxation, the Bank adheres to all direct and indirect tax payment requirements, as a company and as an employer, in all the countries in which it operates, and attributes income and costs according to the location where operations are recorded.

Breakdown of results 2000-2022

In CHF thousand



Source: BCGE– Management Control

	Taxes paid in 2022, including business and tourism taxes (in CHF 1,000)	Proportion of total taxes paid (%)	Tax rate, excluding VAT (%)
Canton of Geneva and Geneva municipalities	15,618	44.6	7.3
Other Swiss cantons and municipalities	1,074	3.1	0.5
Swiss Confederation	14,871	42.4	7.6
Foreign	3,461	9.0	1.8
Total	35,024	100.0	17.2

Source: BCGE– Management Control
See also: point 4.39 on pages 132 and 160.

6.2. Contributing a high level of expertise to Geneva's financial centre

A company that trains its people



BCGE presents itself as a major centre of banking expertise. BCGE is a recipient company of the *We train pros – a company that trains people* seal. This seal, jointly awarded by the State Secretariat for Training, Research and Innovation (SEFRI) and the cantons, tells a company's clients and business partners that the company has an apprenticeship programme. It is a powerful symbol in favour of vocational education, recognising companies that are committed to training.



1+ for all: responsible employer

In 2022, BCGE again received the *1+ for all: responsible employer* label, which is presented to companies offering permanent contracts to suitably qualified Geneva residents registered with the cantonal employment office. Awarded for a period of two years by the Department of the Economy and Employment (DEE), the *1+ for all: responsible employer* label recognises local commitment to employment and social integration through work.

6.3. Values and convictions – partnerships and local support

BCGE offers targeted support to social initiatives and local events, and regularly works with associations active at cantonal level.

FinanceMission

Raising young people's awareness of budget management: a concrete social commitment by the cantonal banks.

Helping young people understand the value of money and to manage it responsibly from a young age: these are the aims of the FinanceMission initiative (*financemission.ch*), devised by the teachers' federations of French-speaking and German-speaking Switzerland and the 24 cantonal banks¹.

jeuneset budget.ch

Launched by the cantonal banks, the online magazine *jeunesetbudget.ch* tackles money issues relating to children and young people. It gives parents access to information, advice and pointers about issues such as pocket money, cash gifts, budgeting, debt, etc.


BCGE supports projects that help promote the financial education of young people and that lay the foundations of conscious and competent money management.

¹ The cantonal banks are grouped within the Association of Swiss Cantonal Banks (ASCB), which stands for the common interests of its members vis-à-vis third parties.

Promoting the richness and diversity of skilled trade in Geneva

BCGE has sponsored the Prix de l'Artisanat [craftsmanship award] since 1999. Every year, it aims to highlight the expertise of a Geneva craftsman, their commitment to training the next generation and the transfer of their knowledge and skill. Presented under the aegis of the *Association des Communes Genevoises* (acg.ch), it is awarded by the State of Geneva to illustrate the richness and diversity of the canton's skilled trades. Following a rigorous selection process, the jury – made up of craftspeople, representatives of the Geneva Office for Careers and Vocational and Continuing Training (OFPC), the Banque Cantonale de Genève, and the State and City of Geneva – chooses a craftsman who excels in their trade and has been recognised by their peers. The awards ceremony traditionally includes a film to present the prize-winning business.


The 2022 Prix de l'Artisanat was awarded to Georges Schwizgebel and Claude Luyet, graphic artists and animation film-makers from Studio GDS.

The video, and its predecessors, are available on BCGE's  YouTube channel (youtube.com/BCGEBanqueCantonaledeGenève).

Encouraging top-level Swiss athletes, the institution's ambassadors

BCGE has sponsored elite Swiss athletes since 2018: Mickaël Matthey (wrestler) since 2018, Eline Roi (rower) since 2019, Maxime Chabloz (kiteboarder, freeride skier) since 2019 and Sebastianna Scilipoti (tennis player) since 2021.

These BCGE sports ambassadors¹, uphold the same values of commitment and performance as the Bank. These are long-term partnerships built on principles common to sport and finance, contingent upon respect for strict rules, the application of distinctive methodical choices and shared convictions.

¹ To find out more about the athletes, go to page 25 of this BCGE 2022 annual report and to bcge.ch/en/partenariats > Partnerships > Patronage and Sponsoring > Sports sponsoring.
To see interviews with the athletes: Dialogue Winter 2020/21 p. 22–23, Dialogue Summer 2021 p. 20–21, Dialogue Winter 2021/2022 p. 22, and BCGE's  YouTube channel | Playlist BCGE | Nos ambassadeurs sportifs.

Neighbourhood sponsorships

The Bank's chosen sponsorship activities are an integral part of its overall marketing plan and focus on popular local events. These sponsorship activities are based on shared values and reciprocity in terms of visibility and recompense; particularly the promotion of the Bank's products and services in accordance with the priorities defined by the Bank, as well as the development of awareness of its business lines and its brand image.

In 2022, BCGE established 31 sponsorship agreements aimed at supporting local events relating to culture, sport, real estate and the economy.

A commitment to social well-being through a policy of targeted donations

Requests for donations received by the Bank are periodically examined by a committee with a view to supporting, in turn, charitable, social and humanitarian associations in Geneva and the region; direct help is also extended to persons in precarious situations.

On a case-by-case basis, the Bank calls upon the *Fondation immobilière Patrimoine* (FIP) [Heritage Property Foundation], established by BCGE itself in 1996, with the principle of supporting cultural, social and sporting activities of general benefit in the Canton of Geneva and the region.

In 2022, BCGE supported 35 local charitable associations, active in the following areas: poverty relief among young people, women, families and the elderly (with a focus on housing, meals, and financial, social, administrative and legal aid, etc.); aid to refugees; physical and mental disability (assistance and daily activities, participation in sport, etc.); medical/preventative health research and support for people ill at home or in hospital; social reintegration and assistance to marginalised people. The Bank also supported a number of associations working to protect biodiversity.

Shareholder information and corporate governance

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Shareholder information and corporate governance

1. Group structure and shareholding

1.1 Group structure

1.1.1 Presentation of the Group operating structure

Banque Cantonale de Genève (hereafter BCGE) is a limited company established by public law according to Art. 763 of the Swiss *Code of Obligations*. It has the status of a cantonal bank as defined by the Federal Banking Act.

The Bank was registered in the Geneva Trade Register on 17 December 1993 and conducts its business under the registered name "Banque Cantonale de Genève SA".

The registered office and management of the Bank are in Geneva.

BCGE operates subsidiaries and branches.

The portrait of the Group and its subsidiaries can be found on pages 12-13 and 14 of this report.

The scope of consolidation is presented at point 1.1.3 on page 70 and at point 2 on page 108 of this report.

Banque Cantonale de Genève is organised, as of 1 January 2022, in seven divisions managed by the members of the Executive Board.

The missions of the divisions can be found on pages 16–17 of this report.

Coordination of the divisions and benefits from synergies applicable across all divisions are ensured on the one hand by the CEO and his staff and, on the other, by a matrix operating structure.

The functional capability of this structure is reinforced by various strategic committees which have been allocated major responsibilities or controls by the Executive Board.

The operating structure of BCGE as at 1 March 2023, taking account of the organisational changes announced, appears on pages 18-19 of this report.

1.1.2 Listed company

The Bank is listed on the SIX Swiss Exchange. As the 7,200,000 registered shares are listed, the market capitalisation is calculated on the basis of a price of CHF 179.50 as at 31 December 2022.

Market capitalisation	CHF 1,292 million
Stock number	35 049 471
ISIN number	CH0350494719

1.1.3 Scope of consolidation¹

In particular, the complete scope of consolidation includes, at 31.12.2022, these subsidiary companies which are at least 50% owned:

- Banque Cantonale de Genève | France SA, Lyon, share capital EUR 30 million;
- Capital Transmission SA, Geneva, share capital CHF 2 million;
- Dimension SA, Lausanne, share capital CHF 160,000;
- Rhône Saône Courtage Sàrl, Lyon, share capital EUR 10,000;
- Rhône Saône Léman SNC, Lyon, share capital EUR 10,000;
- Rhône Saône Léman 2 SNC, Lyon, share capital EUR 10,000;
- Loyal Finance AG Zurich, share capital CHF 200,000;
- Swiss Public Finance Solutions SA, Geneva, share capital CHF 400,000.

1.2 Major shareholders

Information on the major shareholders known to BCGE:

Major shareholders' equity interests

As at 31.12.2022

Shareholders	Registered shares	Total votes	Total nominal value	% capital and votes
State of Geneva	3,187,715	3,187,715	159,385,750	44.27%
City of Geneva	1,502,646	1,502,646	75,132,300	20.87%
44 Geneva municipalities	534,649	534,649	26,732,450	7.43%
Sub-total, public authorities	5,225,010	5,225,010	261,250,500	72.57%
State of Geneva Pension Fund (CPEG)	428,800	428,800	21,440,000	5.96%
Total major shareholders	5,653,810	5,653,810	282,690,500	78.53%
Other shareholders	1,546,190	1,546,190	77,309,500	21.47%
Existing capital	7,200,000	7,200,000	360,000,000	100%

The publication of acquisitions of equity stakes can be consulted using the following link: ser-ag.com/fr/resources/notifications-market-participants/significant-shareholders.html#/

1.3 Cross holdings

BCGE is not aware of the existence of any cross-holdings exceeding 5% of the capital or of the totality of shares.

¹ The complete scope of consolidation is shown on page 108.

2. Capital structure

2.1 Capital

The capital of the Bank currently amounts to CHF 360,000,000.

2.2 Authorised or conditional capital

There are no provisions in the Articles authorising the Board of Directors to increase the capital (authorised increase) or to permit a conditional capital increase (conversion or option rights).

2.3 Changes in the share capital

No changes have been made to the share capital over the last three years.

2.4 Shares and participation certificates

The share capital is composed entirely of registered shares, listed on the SIX Swiss Exchange, with a par value of CHF 50, i.e. a total of 7,200,000 shares, all fully paid up.

All shares have the same financial and ownership rights.

There are no participation certificates.

2.5 Profit-sharing certificates

There are no profit-sharing certificates.

2.6 Transfer restrictions and registration of nominees

2.6.1 Transfer restrictions

The Bank's articles contain an anti-fiduciary clause stating that a buyer is included on the shareholders' register with voting rights only to the extent that they expressly declare that they acquired the shares in their own name and on their own account. Moreover, the Constitution of the Canton of Geneva, Art. 189, para. 2, states that the Canton and the Municipalities must hold the majority of the votes attaching to the Bank's share capital. Art. 7, para. 3 of the Banque Cantonale de Genève Act (LBCGe; in force since 1 April 2016) specifies that the Canton, the City of Geneva and the other municipalities represented by the Association of Geneva Municipalities must enter into a shareholders' agreement governing the minimum number of shares that each public authority is required to hold.

2.6.2 Reasons for granting exceptions

No exemptions are granted.

2.6.3 Registration of nominees

As at 31 December 2022, there is no statutory or regulatory provision allowing inclusion of nominees in the register of shareholders.

2.6.4 Procedure

Art. 3, para. 11 of the Bank's Articles Of Association states that the Board of Directors may specify the procedures and adopt the necessary regulations in respect of application of the said Art. The said regulations must state in which cases the Board or any committee appointed by it may authorise exceptions to the limitation on inclusion or to the regulation in respect of fiduciaries or nominees. To date, no such regulation has been promulgated.

2.7 Convertible bonds and options

BCGE has not issued any convertible bonds or options.

3. Board of Directors

3.1 Members

The Board of Directors is composed of 11 non-executive members. They are independent within the meaning of FINMA Circular 2017/1: Corporate governance – banks.

No Director:

- has any operational position within BCGE or any BCGE Group company;
- is or has been a member of the Executive Board of BCGE or of a BCGE Group company during the last three financial years preceding the period under review;
- has any close business relationships with BCGE or a BCGE Group company.



Manuel Leuthold

born 21 December 1959, Swiss.
Chairman, appointed by the State Council of the Canton of Geneva in 2021.

Manuel Leuthold has been Chairman of compenswiss, the Swiss Federal Social Security Funds OAV/IIIC, Geneva, since January 2016. He is also a member of the board of directors of several Swiss companies. Mr Leuthold has extensive experience in the banking sector. He worked for more than 30 years in various groups, during which time he held senior positions in commercial and institutional client management as well as in commodities trading finance. He holds Master's degrees in law and economics from the University of Geneva.



Jean Olivier Kerr

born 19 June 1956, Swiss.
Elected in 2017 by the General Meeting representing shareholders other than the public authorities.
Deputy Chairman.

With postgraduate degrees from the International Agri-food Management Institute (IGIA) and from the Institute for Advanced Studies in Rural Law and Agricultural Economics (IHEDREA, Paris), Jean-Olivier Kerr's expertise is in risk management, strategy analysis and execution, and organisational change management and leadership. Having joined Cargill as a trader in 1980, he occupied various positions in Paris, Amsterdam, Milan, Geneva and Minneapolis before being appointed Manager at Cargill Europe, Geneva (1999-2007), then Vice Chairman of Cargill International, Geneva (2008-2014). He is a member of Entreprendre Suisse Romande, the business creation network in French-speaking Switzerland.



Michel Pasteur

born 20 December 1953, Swiss.
Secretary, appointed by the State Council of the canton of Geneva in 2018.
Member of the Control Committee.

The holder of a degree in economics from the University of Geneva and a Swiss Federal chartered accountancy diploma, Michel Pasteur has a wide range in experience of bank auditing and compliance. From 1978 to 1995, of which two years were spent in the United States, he worked in two large international trust companies as a bank auditor. From 1995 to 2013, he held various positions of responsibility in three banking institutions in Switzerland and abroad, including a position in the former as member of the executive committee for the compliance department. Since 2014, he has been an independent compliance consultant.



Jean-Philippe Bernard

born 16 June 1958, Swiss and French.
Member, elected in 2021 by the General Meeting representing shareholders other than the public authorities.
Chairman of the Risk and Strategy Committee.

The holder of a civil engineering degree from the Ecole Polytechnique Fédérale de Lausanne, Jean-Philippe Bernard has a wealth of experience in the areas of risk and controls, strategy and management, organisation, and security. Active in various consultancy firms and banks, in 1999 Mr Bernard founded BERYL Management Sàrl, of which he was owner and managing director until its sale in 2013, and CEO until 2019. Since 2020, he has been an independent expert and consultant on strategic missions.



Michèle Costafrolaz

born 2 August 1954, French. Member,
elected in 2017 by the General Meeting representing shareholders other than the public authorities.
Chairman of the Control Committee.

A graduate of the Lyon School of Management in Finance and Accounting, the expertise of Michèle Costafrolaz is in financial audit and business advisory services in the field of Accounting and Finance. Starting her career in external auditing with Deloitte Haskins & Sells in Paris in 1977, she occupied several management positions in the company before becoming Managing Partner-Audit with Deloitte SA, Geneva (1984–2013). An accredited senior auditor with the Federal Audit Oversight Authority, Ms Costafrolaz has been a founding shareholder and board member of MCT Audit & Advisory, Geneva since 2013. She was Chair of the audit committee of the Global Alliance for Improved Nutrition foundation from 2015 to 2018, and has been a member of the Supervisory Board of Ermewa Holding SA, France from 2014 until 31 October 2021, and Chair of the Audit Committee from 2018 until 31 October 2021.

**Sophie Dubuis**

born 25 September 1974, Swiss.
Member, appointed in 2020 by the Administrative Council of the City of Geneva.
Member of the Risk and Strategy Committee.

Sophie Dubois holds a degree in tourism management from HES-VO Valais and in team management from CRPM Lausanne. Having trained in management in Lausanne and holding an Executive MBA in Project Management from the University of Geneva, Sophie Dubuis is also a qualified coach. She is a partner at RHconseil SA, chairman of the Fondation Genève Tourisme & Congrès and a member of the executive committee of the Swiss Employers' Union. In addition, she has held a range of management positions at Bucherer SA, the International Conference Centre Geneva (CICG), Palexpo and Forum Fribourg.

**Serge Fasel**

born 28 January 1957, Swiss.
Member, appointed in 2018 by the Administrative Council of the City of Geneva.
Member of the Appointments and Remuneration Committee.

Serge Fasel holds a law degree from the University of Geneva and was admitted to the Geneva Bar in 1991. He has been a member of the FBT Avocats legal practice in Geneva since 1993 and manages its judicial group. He has extensive experience both in cases heard in ordinary courts and in national and international arbitration. His areas of activity include all forms of commercial litigation, in particular in banking and finance. He is also active in the areas of bankruptcy law, labour law and economic crime. He is also a deputy judge at the Court of Justice and has completed a course in military law. FBT Avocats has undertaken litigation work for the Bank for many years.

**Bernard Girod**

born 5 February 1956, Swiss.
Member, appointed by the State Council of the Canton of Geneva in 2018.
Member of the Appointments and Remuneration Committee.

Bernard Girod, who holds a mechanical technician diploma, has enjoyed a long career as an entrepreneur. He is chairman of the boards of Serbeco, Satigny and ED Energie Durable, and director of ProP SA, Satigny. He is also a member of several boards of directors, including that of Autobritt Genève, and chairman of CAD Energie 1 SA, Confignon and Mobiltri SA, Satigny.

Member of the Board until 3 May 2022 (resigned)**Gina Empson**

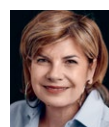
born 23 March 1958, Swiss and British.
Member, appointed by the State Council of the Canton of Geneva in 2014.
Member of the Appointments and Remuneration Committee until 3 May 2022.

Gina Empson holds a BSc degree in finance and economics from the University of Southampton, UK. A member of the Institute of Chartered Accountants in England & Wales since 1983, a licensed auditor and a member of EXPERTsuisse. Appointed by PriceWaterhouse Group as an auditor in Geneva in 1984. Over 30 years' experience in the financial sector, including 10 years with the Serono/BioChem Group, as a financial analyst for Fabio Bertarelli, founder of Serono, then as head of the Group's operating and commercial subsidiaries. In 1999, she founded ICS Corporate Services SA, Geneva, an independent fiduciary company, then, in 2009, The Business Harbour Sàrl, Geneva, a salary hosting company.

Member of the Board until 3 May 2022 (end of appointed term)**Jean-Marc Mermoud**

born 15 July 1955, Swiss.
Member, appointed in 2010 by the Association of Geneva Municipalities. Member of the Risks and Strategy Committee until 3 May 2022.

Jean-Marc Mermoud is a graduate civil engineer. Having joined F. Simond, the construction and contracting company, he became its chairman and managing director in 1994. Deputy Chairman of the board of directors of CGN Belle Epoque SA, Lausanne. Member of the board of directors of CGN SA Group. Partner in SNC Mistro et Cie, chairman of COOPLOG Société Coopérative pour la Création de Coopératives de Logement and of Société Coopérative COOPLOG "Troènes". Director of COOPLOG Société pour la Création de Coopératives d'Habitation SA, Carouge, and of Sociétés Coopérative COOPLOG "Pont-Rouge", in Geneva, "Clos Pestalozzi", Geneva, "Clos de la Forêt", Geneva, and, since 2021, of "Petit-Bouchet", Geneva.

New members of the Board from 3 May 2022 (Annual General Meeting)**Fabienne Bertolucci**

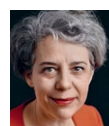
born 14 April 1967, French.
Member, appointed by the State Council in 2022.
Member of the Risks and Strategy Committee since 19 May 2022.

Fabienne Bertolucci founded Orphée Consulting in 2015. She has wide experience of financial control, acquired in a range of companies. She also managed the family firm JFG from 1986 to 1996. She has a Master's degree in finance and management from HEC Geneva and a Master's degree from the University of Aix-Marseille Institute of Business Law.

**Vincent Mottet**

born 17 December 1972, Swiss.
Member, appointed in 2022 by the Association of Geneva Municipalities.
Member of the Risks and Strategy Committee since 19 May 2022.

Vincent Mottet has been councillor for strategic affairs of the state of Geneva's Cantonal Information Systems and Digital Office (OCSIN) since 2019. He has acquired specialist experience in public finance through occupying, in the course of almost 20 years, various positions in the infrastructure (DI), land management (DT) and education (DIP) departments. He holds a Master's degree in political science from the University of Geneva, an MBA from HEC Geneva and a doctorate in business administration (DBA) from the University of Lyon 3.

**Sandrine Salerno**

born 28 August 1971, Swiss / French / Italian.
Member, appointed by the State Council in 2022.
Member of the Appointments and Remuneration Committee since 19 May 2022.

Sandrine Salerno has been the executive director of Sustainable Finance Geneva (SFG) since 2021 and was previously a member of the Administrative Council of the City of Geneva between 2007 and 2020. During this period, she was head of the Department of Finance and Housing. She holds a degree in political science from the University of Geneva and a diploma of further study in public administration and management.

3.2 Other activities and vested interests

Manuel Leuthold

Chairman of the boards of directors of: VARIA US Properties AG, Zug; Patrimonium Asset Management AG; Baar, Enki Capital SA, Nyon; NID SA, La Chaux-de-Fonds. Chairman of the committee, COPTIS Association Suisse des Professionnels en Titrisation Immobilière [Swiss association of property securitisation professionals], Petit-Lancy. Chairman and founder of ML Leuthold SA, Petit-Lancy. Member of the boards of directors of: FUNDIM SA, Lausanne; Sustainable Real Estate Investment SICAV, Zurich; Clinique Générale-Beaulieu Holding SA, Geneva; Clinique Générale-Beaulieu SA, Geneva.

Jean Olivier Kerr

Member of the boards of directors of Oceana Shipping AG, Morges, Suisse Atlantique Group, Morges (formerly Navemar SA) and Oceana Bulk SA, Morges (since 2022).

Michel Pasteur

Member of the board of directors of The Forum Finance Group SA, Geneva.

Jean-Philippe Bernard

Managing partner since 2007 at MV4 Production Sàrl and as up to partner of OPICS Services Sàrl since 2021.

Michèle Costafrolaz

Chairman of the board of directors of ID Logistics SA, Geneva. Member of the board of directors of Helvetia Conseils & Révisions SA, Geneva. Manager of Mesoblast International Sàrl.

Sophie Dubuis

Member of the board of directors of Migros Geneva, member of the management board of FER (Fédération des Entreprises Romandes), and chairman of Thyon Région Tourisme SA.

Serge Fasel

N/A.

Bernard Girod

Chairman of Fondation 14-16 Jean-Simonet, Carouge, and of the Les Recycleurs de Genève association, Geneva; vice-chairman of Le CARÉ (Caritas Accueil Rencontres Echanges), Geneva. Member of the board of ASTAG (Swiss Road Transport Association), Geneva.

Gina Empson

(member until 3 May 2022 – resigned at AGM)

Member of the board of directors of Fondation Genesia (pension fund) and the Genève-roule association, Geneva. Managing director of Gracia101 Talent Solutions Sàrl.

Jean-Marc Mermoud

(member until 3 May 2022 – AGM end of appointed term)

Chairman of the board of the Fondation Nelly Gygax, Pregny-Chambésy. Member of the Geneva Liberal Radical Party (PLR).

Fabienne Bertolucci

(new member since 3 May 2022 – AGM)

Treasurer of the Fondation Madeleine Moret, Lausanne.

Vincent Mottet

(new member since 3 May 2022 – AGM)

Mayor of the municipality of Avully, Geneva; board member of the Groupement SIS [fire and rescue service], Geneva.

Sandrine Salerno

(new member since 3 May 2022 – AGM)

Member of the board of directors of Serbeco SA, Satigny and of Transports Publics Genevois (TPG), Geneva; manager of Groupement des communautés tarifaires Sàrl, Geneva. Chairman of the Théâtre des marionnettes Genève, Geneva; deputy chairman of the Grand-Théâtre de Genève, Geneva.

3.3 Ordinance against excessive pay awards

BCGE is not subject to the Ordinance against excessive pay awards in listed public limited liability companies (ERCO).

3.4 Election and duration of appointments

The 11 directors are elected or appointed as follows:

- 5 members appointed by the State Council of the Canton of Geneva;
- 2 members appointed by the City of Geneva;
- 1 member appointed by the other Geneva municipalities;
- 3 members individually elected by the General Meeting; at the time of these elections, the public authorities do not have the right to vote in respect of the shares that they are required to hold pursuant to the LBCGe and the articles of association.

The duration of a director's appointment is four years, renewable twice. If the appointment is made during a term, the duration of the appointment is limited to the duration of that term.

Director	Year first appointed	Current term ends	Number of times reappointed	Eligible for reappointment
Manuel Leuthold	2021	2026	1	yes
Jean Olivier Kerr	2017	2026	2	no
Michel Pasteur	2018	2024	1	no
Jean-Philippe Bernard	2021	2026	1	yes
Michèle Costafrolaz	2017	2025	2	no
Sophie Dubuis	2020	2026	1	yes
Serge Fasel	2018	2026	1	yes
Bernard Girod	2018	2026	1	no
Gina Empson ¹	2014	2022	1	no
Jean-Marc Mermoud ²	2010	2022	2	no
Fabienne Bertolucci ³	2022	2026	0	yes
Vincent Mottet ³	2022	2026	0	yes
Sandrine Salerno ³	2022	2026	0	yes

¹ Resigned on 3 May 2022 – AGM.

² Term ended at AGM of 3 May 2022.

³ Member of the Board of Directors since 3 May 2022 – AGM.

The appointment ends on the day of the General Meeting following the date on which a director has reached his/her seventieth birthday at the latest. The procedures for appointing and proposing candidates are governed by Art. 12a of the LBCGe¹ and Art. 9 para. 2 of the Bank's Articles of Association².

3.5 Internal organisation

3.5.1 Allocation of tasks within the Board of Directors

Chairman of the Board: Manuel Leuthold
Deputy Chairman of the Board: Jean Olivier Kerr.
Secretary to the Board: Michel Pasteur

3.5.2 Committees of the Board of Directors

Appointments and Remuneration Committee
The role of the Appointments and Remuneration Committee is to propose the appointment of the Chief Executive Officer, his/her Deputy and the members of the Executive Board and to give notice of senior management appointments.

It gives notice of the remuneration of the Chief Internal Auditor as put forward by the Control Committee and proposes changes to the Regulations relating to remuneration of the members of the Board of Directors and the Executive Board.

It is composed of 4 members of the Board of Directors: Jean-Olivier Kerr, Chairman, Gina Empson (until 3 May 2022 – AGM – resigned), Serge Fasel, Bernard Girod, Sandrine Salerno (since 3 May 2022 – AGM), members. It meets when an appointment requires it to do so but at least once a year. In 2022, it met 8 times (8 times in 2021).

Risks and Strategy Committee

The Risks and Strategy Committee studies the risk environment in which the Bank operates or intends to operate. It gives the Board of Directors prior notice of any important decision of a strategic nature or relating to identifying and managing risks.

It is composed of 4 members of the Board of Directors: Jean-Philippe Bernard, Chairman, Sophie Dubuis, Jean-Marc Mermoud (until 3 May 2022 – AGM – end of appointed term), Fabienne Bertolucci (since 3 May 2022 – AGM), Vincent Mottet (since 3 May 2022 – AGM), members. In 2022, it met 5 times (6 times in 2021).

Control Committee

The Control Committee takes its powers and duties from Art. 24 and subsequent of the Bank's Articles of Association. Among other things, the Control Committee aims to supervise compliance with the legal, statutory and regulatory provisions applicable to the Bank, as well as bank practices, and to ensure liaison and coordination between the Board of Directors, internal audit and the independent auditor. It is composed of three members, two directors appointed by the Board of Directors and the third member appointed by the State Council. The member of the Control Committee appointed by the State Council cannot be a civil servant. He/she is subject to banking secrecy.

The members appointed by the Board of Directors are as follows: Michèle Costafrolaz, Chairman, and Michel Pasteur. The member appointed by the State Council of the Canton of Geneva is Alain Heck. In principle, the Control Committee meets at least once every two weeks. In 2022, it held 26 ordinary meetings (26 in 2021).

¹ www.ge.ch > Geneva legislation section.

² bcge.ch/en/home > About BCGE > Organisation > Regulatory framework.

3.5.3 Working methods

The Board of Directors meets at least 15 times a year (Art. 17, para. 1 of the Bank's Articles of Association). In 2022, it met 15 times, with meetings lasting an average of 5 hours. The level of participation in these meetings was 100%. It is chaired by the Chair of the Board of Directors or, in his/her absence, by the Deputy Chair or Secretary. It may hold extraordinary meetings if business so requires or at the request of four of its members or of the auditors.

The Board can only make decisions if the majority of its members are present. Decisions are made by simple majority of the members present and the Chair casts the deciding vote if there is a tie.

Minutes are taken of each meeting, approved at the next meeting and signed by the Chairman of the meeting and the Secretary. The members of the Board of Directors must be able to consult files relating to the points placed on the agenda twenty-four hours before the meeting starts at the latest.

The Chief Executive Officer or his/her replacement participates with a consultative vote in the meetings of the Board of Directors but does not take part in the votes or the elections. He/she may require the presence of other members of the Executive Board or third parties if he/she deems it necessary. In 2022, this was the case at each meeting of the Board of Directors.

Should there be conflicts of interest, the members of the Board of Directors must decline to make any comment whenever they are directly or indirectly involved. It is the duty of the Secretary to give notice of the occurrence of a potential conflict of interest when dealing with a particular matter.

The Board of Directors can set up standing or ad hoc committees to study particular subjects. These committees have no decision-making authority and are responsible for reporting to the Board of Directors. The Chairman of the Board of Directors may attend committee meetings. In 2022, the Board had two standing committees, in addition to the Control Committee: an Appointments and Remuneration Committee and a Risk and Strategy Committee.

In order to deal with the increasing complexity of banking business, the members of the Board of Directors benefit from training sessions regularly organised by the Bank. Each member is able to request training in a specific area from the Chairman, who has a budget for this purpose.

3.6 Powers of the Board of Directors and the Executive Board

The powers and duties of the Board of Directors are defined in Art. 14 of the Bank's Articles of Association and in Art. 12 of the LBCGe. In addition, the management and organisational guidelines dictate that the Board of Directors decides on:

1. the strategic and financial plan and, on its proposal by the Executive Board and with prior notice by the Risk and Strategy committee, the risk management master plan. The Board of Directors takes responsibility for regulating, putting in place and monitoring effective risk management, together with the management of overall risks, on a consolidated basis;
2. the appropriate organisation of the Bank;
3. the annual budget put forward by the Executive Board;
4. approval, on its proposal by the Control Committee, of a three-year plan of the tasks to be carried out by the Internal Audit department to cover all controls deemed necessary;
5. the overall framework for limiting risk;
6. granting overall credit risk parameters, as well as granting loans which are within its powers;
7. risk-related policies, particularly regarding credit, rates, countries and insurance, put forward by the Executive Board; it reviews these policies as required by events;
8. information to be obtained in the risk management area;
9. the strategic framework for the Executive Board's role in setting lending rates and savings deposit rates;
10. the strategic framework for the Executive Board's role in cash management, foreign exchange, investments and share deposits as well as other securities;

11. the Bank's policy regarding property assets;
12. approval of any permanent acquisition or disposal of holdings;
13. acquisition and disposal of any capital equipment used by the Bank, of any holdings representing long-term financial investments as well as premises, unless otherwise stipulated in the Executive Board's powers as defined in Art. 24 ch. 3 of these regulations;
14. cancellation of debts, observance of out-of-court settlements, postponing debts or transfers of debts for amounts higher than CHF 2,000,000 or if the commitment was the subject of a decision by the Board of Directors;
15. the appointment within it of two directors as members of the Control Committee and the appointment of its chairman;
16. the appointment of the members of the Executive Board;
17. the appointment of the Chief Risk Officer (CRO);
18. the appointment of the deputy members of management and the members of management;
19. the policy relating to salaries and employee insurance;
20. the salaries and variable remuneration of the members of the Executive Board and members of the Internal Audit department;
21. periods of prohibition of the purchase and sale of shares in the Bank or other sensitive shares for staff and units during closed periods;
22. ratifying proposals for appointments of representatives of the Bank as directors of holdings included in the scope of consolidation;
23. the appointment of representatives of the employer within the Council of the staff pension fund on the proposal of the Executive Board.
24. to propose for ratification the appointment of representatives of the Bank as directors of holdings included in the scope of consolidation;
25. to appoint representatives of the Bank as directors of holdings not included in the scope of consolidation.

The powers and responsibilities of the Executive Board are defined in Art. 21 of the Bank's Articles of Association. Additionally, management and organisational regulations provide for the following tasks:

1. to prepare and submit the strategic and financial plans of the Bank and the risk management master plan to the Board of Directors;
2. to draw up the necessary documents and proposals for the senior management of the Bank to make decisions;
3. to prepare the annual budget and submit it to the Board of Directors;
4. to ensure that the structures and organisation of the Bank comply with legal obligations and the best practices of the profession;
5. to ensure that the Bank has a sufficiently high profile in economic circles;
6. to guarantee that the decisions of the Bank's senior management are correctly implemented;
7. to propose for ratification the appointment of representatives of the Bank as directors of holdings included in the scope of consolidation;
8. to propose for ratification the appointment of representatives of the Bank as directors of holdings not included in the scope of consolidation.

The management and organisational regulations state that, in addition to the powers expressly attributed to it by the law and the Articles of Association, the Executive Board shall decide on:

1. setting interest rates within the strategic framework provided by the Board of Directors;
2. loans, cash management, investments, foreign-exchange operations and securities investment in accordance with the guidelines of the Board of Directors;
3. acquisition and disposal of any capital equipment used by the Bank, representing long-term financial investments and premises not intended for use by the Bank, for an amount not exceeding CHF 5,000,000. This ceiling does not apply to negotiable securities, which are authorised within the general framework for limiting risk;
4. the maintenance and renewal of real estate for a maximum of CHF 3,000,000 per building;
5. the appointment of executives and commercial agents;
6. setting the salaries of all the Bank's staff except itself and the Internal Audit employees;
7. internal regulations on Bank operations, to the extent that they are not governed by law, the Articles of Association or these regulations;
8. supervising compliance with regulations on liquidity, shareholders' equity and risk sharing;
9. determining the necessary rules for the application of risk management and submitting these for approval by the Board of Directors;
10. submitting the system of overall limits to the Board of Directors for approval; this includes in particular market operation limits, bank limits or country limits;
11. regularly submitting to the Board of Directors reports on business development (financial statements, analyses, major transactions and events, etc.) and any other reports that may be requested by the Board;
12. preparing a quarterly list of all the major risks as defined by the Federal Ordinance on share capital and risk sharing by banks and securities dealers (OFR), for the Board of Directors.

3.7 Information and control mechanisms

The Board of Directors periodically evaluates information resources, their content and their adequacy to its needs, as well as the internal control system. It evaluates its effectiveness, and whether it is adequate for the activity and the Bank's size. It sets up an information system among the Bank units of which the Chairman of the Board is the guarantor. The Executive Board informs the Board of Directors of the progress of the Bank's business at each meeting and reports on the issues. The Chairman of the Board of Directors, the Executive Board, the Control Committee, the Internal Audit department and the independent auditor must provide the Board of Directors with any information that would enable it to perform its supervisory function, particularly on the progress of business and operations in various sectors, including subsidiaries. This is executed in the following ways, among others:

- the Chairman of the Board of Directors is provided with weekly reports of the Executive Board's meetings;
- report by the Chairman of the Executive Board at each meeting of the Board of Directors on the progress of business;
- quarterly risk reports by the chief risk officer;
- quarterly report of results by the Chief Financial Officer;
- reports on control tasks carried out within the Group by the internal audit manager and half-yearly follow-up of the internal and independent audits;
- verbal report on the activity of the control committee at each meeting, by its chair;
- half-yearly reports by the independent auditors.

Internal Audit

Internal Audit is an independent unit of the Executive Board, reporting directly to the Board of Directors. It carries out regular controls on all the Bank's business and that of its subsidiaries and therefore has an unlimited right to information. Its organisation, its field of activity and its operations are governed by Art. 16A of the Banque Cantonale de Genève Act (LBCGe), Art. 28 and 29 of the Bank's Articles of Association, by Art. 28 to 31 of the Bank's Management and Organisational Regulations and by the Charter on Internal Audit approved by the Board of Directors.

The Internal Audit meets the professional quality criteria of the supervisory authorities and professional organisations. In this regard, the Board of Directors has an external assessment of the Internal Audit carried out every five years, in addition to the annual assessments by audit firm Deloitte. The audit firms authorised by FINMA and appointed to carry out these assessments have confirmed to the Bank's management bodies that the Internal Audit performs its duties in accordance with IIA (Institute of Internal Auditors) standards and best practices.

The Head of Internal Audit establishes a three-year schedule of audits based on risk-mapping reviewed on an annual basis which is coordinated with that of the independent auditor and approved by the Board of Directors.

In accordance with audit planning, once the Internal Audit has completed its work, it submits detailed reports relating to its audits to the Executive Board, the Control Committee and the Board of Directors, and presents them with half-yearly reports monitoring recommendations made and an annual activity report.

Consisting of nine auditors as at 31 December 2022 (8.8 full-time equivalents), Internal Audit is headed by **Monique Seiss Baudry**, who holds a Master's degree in economics from the University of Geneva, a certificate of advanced studies (CAS) in compliance management, a Certified Internal Auditor (CIA) diploma, certification in Risk Management Assurance (CRMA) from the Institute of Internal Auditors (IIA) and the Asset-Liability Management (ALM) certificate awarded by the *Groupe des Ecoles Nationales d'Economie et de Statistique* (GENES) of Paris.

Supervision and regular assessment of the Internal Audit is assigned to the Control Committee, which assesses Internal Audit's performance annually, ensuring that it has the necessary resources and appropriate skills and that it is performing its duties independently and objectively.

Members of the Internal Audit team collectively possess vast professional experience and all the skills needed for the proper performance of their audit assignments. They all hold qualifications and professional certifications required for carrying out their duties (Master's degree in economics or the equivalent, international certification in internal audit, risk management and, in some cases, in IT audit, ALM and compliance).

Internal Audit comprises three sections, encompassing auditors with expertise in the Bank's main business lines, functions and areas of activity; these are, namely, lending and international trade finance, wealth management, asset management, trading room, compliance, risk management, asset and liability management (ALM), accounting and financial control, and IT and cyber-risks.



Monique Seiss Baudry

Head of Internal Audit
(reports to the Board
of Directors)

4. Executive Board¹

4.1 Members

At 31 December 2022, the Executive Board comprised eight members, chaired by Blaise Goetschin. It is appointed for an indeterminate period; its members are retired on reaching the legal age of retirement, in the absence of any previous agreement between the Board of Directors and the Executive Board member concerned.

No member of the Executive Board:

- has permanent management or consultancy functions for groups with major Swiss or foreign interests;
- holds an official position or a political mandate.



Blaise Goetschin

born 1 September 1957, Swiss.
CEO.

Holds a degree in Business Management from the HEC / Lausanne University. 1982, senior auditor, PriceWaterhouse, Geneva. 1985, deputy vice president, Capital Markets, Credit Suisse Department, Zurich. 1988, senior vice president, CS Corporate Banking department, New York. 1990, member of the Executive Board in charge of CS Corporate Finance in French-speaking Switzerland, Berne and Basel. 1993, head of CS Corporate Finance: private companies in Switzerland. 1995, head of Cantonal finance administration, Canton of Vaud. Major (retd.) Swiss Army 1998, CEO of Fiduciary Trust International Bank, Geneva (private banking and asset management), the Swiss subsidiary of the New York-based group. 1 October 2000, Chief Executive Officer of Banque Cantonale de Genève.



Frédéric Vernet

born 25 June 1974, French.
Head of the Finance division (CFO).
Deputy to the Chief Executive Officer.
Chief Risk Officer (CRO).

An IT and robotics engineer by training, with a Master's degree in business administration from IAE (Paris) and a degree in civil engineering from the University of Lyon, Frédéric Vernet started his career in 1999 as a project engineer with Capgemini Ernst & Young. He joined Banque Cantonale de Genève in 2003 as organiser in charge of the credit+ project, to which he contributed by implementing a new front-to-back lending process. For two years from 2006, he managed the Network Management and Business Development department in the Retail and Networks division. In 2007, he created the MIS unit within the Finance and Risk Management division, where he developed the Bank's analytical reporting model. From 2012 to 2020, he headed the Financial Management department, where, in particular, he put in place the Strategic and Financial Plan and continued to develop the MIS. In January 2021 he was appointed to the Executive Board, with responsibility for the Finance division. Frédéric Vernet has also occupied the position of CRO (Chief Risk Officer) since 1 March 2021.



Pierrette Jatton Klopfenstein

born 24 April 1970, Swiss.
Head of the Geneva Division.

Holder of an HEC degree from the University of Lausanne, a Swiss federal marketing technician diploma, SAQ individual client adviser certification and an advanced management diploma from the University of St Gallen Executive School (ES-HSG), Pierrette Jatton Klopfenstein was initially mainly active in the areas of pensions (with Swiss Life) and marketing (BCV). She joined Banque Cantonale de Genève in 2003 as a product manager and then took over responsibility for business development. Subsequently, she took charge of a number of departments: as Head of Marketing (2007–2011), Chief of Staff and Planning (2011–2012), Head of Logistics (2012–2013) and then as Head of the Centre sector of the Geneva division. She was appointed to the Executive Board as member responsible for the Geneva Division, from 1 April 2018.



Yves Spörri

born 17 September 1968, Swiss.
Head of the International division.

A graduate in agricultural engineering from the Swiss Federal Institute of Technology, Zurich (ETH). From 1994 to 2001, Yves Spörri held a number of different positions in the correspondent banking department at Bank Kreiss AG in Frankfurt. In 2001, he joined the Banking Relationships section at Banque Cantonale de Genève as a manager, and was appointed a member of senior management in 2004, head of the Financial Institutions and Public Authorities department in 2007 and manager of the Banks and International Institutions business unit in 2011. In July 2016, he assumed responsibility for the Banks and Insurance Companies business unit and the Multinationals and International Institutions department. In January 2017, he was appointed to the Executive Board, as head of the Corporate and Institutional Clients division. In January 2020, he was appointed to the Executive Board with responsibility for the International division.

¹ See operating structure as at 1 March 2023 on pages 18-19, and business model on pages 16-17.



Virginie Fauveau

born on 2 June 1970,
Swiss and French nationalities.
Head of the Corporate Division.

Holder of a Master's degree in financial engineering from ESLSCA, Paris, Virginie Fauveau started her career at Banque Vernes, a Paris merchant bank. Benefiting from nearly 25 years of professional experience, gained mainly in family firms and in several financial institutions in France and Switzerland, in particular with Lombard Odier et Cie in Geneva, she developed consultancy expertise in corporate governance, transfer and finance. She joined the Banque Cantonale de Genève Corporate Finance department in 2008, becoming its head in 2010 and subsequently director of Capital Transmission, the Bank's private equity subsidiary (until 31 December 2019). In January 2020 she was appointed to the Executive Board, with responsibility for the Corporate division.



Urs Ziegler

born 19 December 1964, Swiss.
Head of the Asset Management division.
Chief Investment Officer (CIO)

Holder of a political science degree from the University of Lausanne and a Certified International Investment Analyst (CIIA®), Urs Ziegler began his career with the Société de Banque Suisse (SBS) until its merger with UBS, where he became head of Product Management in the Corporate and Institutional Clients department. In 1998, he joined Julius Bär Asset Management as a Sales and Relationship Manager. In 2006, he was engaged by Banque Cantonale Vaudoise to head up Business Development in the Asset Management department. In December 2020, he joined Banque Cantonale de Genève as head of the BCGE Asset Management business unit. On 1 January 2022, he was appointed to the Executive Board with responsibility for the Asset Management division.



Philippe Marti

born 7 April 1962, Swiss and French
Head of the Legal and Compliance division.

Holder of a law degree from the University of Geneva and a member of the Geneva bar. Philippe Marti started at UBS in 1987, within the legal department, then in 1995 moved to Banque Populaire Suisse in Geneva (today Credit Suisse) as head of the legal department. 1997-2003, he worked in the administrative management of legal services in Suisse Romande private banking and retail business. In 2004, he joined BNP Paribas Private Bank (Switzerland) SA as assistant to the manager of the private bank legal department and as a member of management. In 2007, he joined Crédit Agricole (Suisse) SA as head of legal services in the private banking unit. During this period, he represented the Association of Foreign Banks in Switzerland in the working group of the legal affairs subcommittee of the Swiss Bankers Association and was in charge of revising the directive on management mandate. At the beginning of 2010, he joined the BCGE Group as head of the legal department (CEO Office). In 2015, he was appointed head of the legal and litigation business unit. From 1 January 2020, he headed the Legal, Compliance and Litigation business unit within the Finance division. In January 2022, he was appointed to the Executive Board with responsibility for the newly-created Legal and Compliance division.



Jean-Marc Joris

born 10 September 1968, Belgian.
Head of the Operations division.

Holder of a degree in business and finance from ICHEC, Brussels. In 1993, Jean-Marc Joris worked in the capital markets department of Dexia Luxembourg. From September 1993 to June 1997, he was project manager in the information risk management department of KPMG. From June 1997 to March 2002, he was deputy manager and head of business development at ING Baring Private Bank in Geneva. In April 2002, he joined Banque Cantonale de Genève as a member of management, responsible for the Organisation department and for the IT department on an interim basis. He has served as Member of the Executive Board since 1 July 2003 and Head of the Operations division.

4.2 Other activities and vested interests

Blaise Goetschin

Chairman of the boards of directors of Capital Transmission SA, Geneva and Dimension SA, Lausanne. Chairman of the Supervisory Board at Banque Cantonale de Genève | France SA, Lyon. Deputy Chairman of the Higher Institute for Training in Banking in Geneva. Member of the board of directors and vice-chairman (since 30 November 2022) of the Association of Swiss Cantonal Banks, Basel, and a member of the appointments and remuneration committee of the Association of Swiss Cantonal Banks, Basel. Member of the boards of directors of the Swiss Bankers Association, Basel, of *economiesuisse*, Zurich and of Investissements Fonciers SA, Lausanne. Member of the boards of the occupational pension fund of the Banque Cantonale de Genève, of the Geneva Financial Centre Foundation and of the Fondation H. Dudley Wright, Geneva. Member of the board of the *Chambre Genevoise Immobilière* [Geneva association for real estate owners].

Frédéric Vernet

Chairman of the Supervisory Board of Banque Cantonale de Genève | France SA, Lyon (from 27 April 2021).

Pierrette Jatton Klopfenstein

BCGE representative member on the council of the GENILEM association. Treasurer of the Saubraz Development Association.

Yves Spörri

Chairman of the Supervisory Board at Banque Cantonale de Genève | France SA, Lyon.

Virginie Fauveau

Member of the board of directors of Dimension SA, Lausanne. Member of the technical committee of the Union of Geneva Employers' Associations (UAPG). Member of the board of directors of the Mortgage Bond Centre of the Swiss cantonal banks, Zurich.

Urs Ziegler

Chairman of the board of directors of Loyal Finance AG, Zurich.

Philippe Marti

Chairman of the board of directors of Swiss Public Finance Solutions SA, Genève (SPFS). Member of the legal committee of the Association of Swiss Cantonal Banks. Member of the *economiesuisse* working group on financial markets.

Jean-Marc Joris

Committee member of the Swiss Financial Sector Cyber Security Centre, Berne (since November 2022).

4.3 Supplementary information to be added by issuers subject to ERCO

Banque Cantonale de Genève is not subject to ERCO (Excessive Remuneration ordinance).

4.4 Service contracts

The Bank did enter into any service contracts.

5. Remuneration, participations and loans

5.1 Contents of and procedure for setting remuneration and participation programmes

Remuneration of the Board of Directors

Regulations relating to the BCGE Board of Directors' remuneration fall under the Board's authority; they were approved by the Board on 17 September 2010 and took retroactive effect on 1 July 2010. They were last amended on 17 December 2020 and came into effect retroactively on 5 May 2020.

Remuneration of members of the Board of Directors is based on their workload, their duties, the risks incurred, and on market and cantonal bank practices. Directors benefit from no preferential terms for BCGE services and are not members of its occupational pension fund.

Fixed remuneration of the Board of Directors

In remuneration for their work on behalf of the Board of Directors and its committees, BCGE Directors receive fixed annual compensation plus compensation for their office. The Board can also decide to compensate specific assignments undertaken by its members or to commission external experts; it has an annual budget of CHF 50,000 available for this purpose. In 2022, the Board did not make use of this supplementary budget.

Share option plan

Since 2019, directors who have sat on the Board for a full year, from one General Meeting to the next, may receive, per CHF 3,000 tranche of remuneration, four bonus shares, on condition that two shares are purchased at market price. There is a moratorium on these shares for a period of five years, even if the directorship expires during that period.

The aim of this change is to associate the directors even more closely with BCGE's long-term performance. It respects the principle of aligning the interests of the shareholders with those of the management bodies.

Variable remuneration of the Board of Directors

In order to guarantee their independence and promote their interest in the Bank's long-term growth, members of the Board of Directors receive no variable remuneration.

Remuneration policy for all employees

The regulations relating to employee remuneration fall under the authority of the Board of Directors. The regulations applicable to the period under review were approved by the Board on 11 November 2015 and last amended on 17 December 2020.

Staff remuneration includes a basic salary, variable remuneration (not systematically granted) and share option schemes. The basic salary constitutes the majority of employees' remuneration and is assessed using several benchmarks, including market and competitor salary levels. Each year, the Board of Directors decides on changes in the fixed payroll.

The amount of variable remuneration is decided by the Board of Directors each year at year-end closing. It includes an amount for individual variable remuneration and, potentially, an additional amount if results for the current year show strong growth compared with the three previous years.

Part of the variable amount, the proportion of which may be as much as 50%, can be distributed as shares in the event of an additional budget being available. These shares are subject to a five- to ten-year moratorium.

In certain front office business areas, such as private banking, trade finance, lending and network banking, partly or wholly quantitatively based remuneration models defining the variable proportion of the salary have been implemented. They were developed taking account of the following main parameters:

- protection of the clients' interests;
- recognition of individual or collective competence;
- no incitement to take excessive risks;
- administrative rigour, correlation between variable remuneration and the Bank's revenues.

Remuneration of those in control roles does not directly depend on the results of the entities they audit.

Plan	Criteria for attribution	Description	Moratorium period ¹
1 Ordinary variable remuneration	Minimum variable remuneration of CHF 3,000	4 bonus shares in tranches of CHF 3,000 on condition 2 shares are bought at market price	5 to 10 years, as preferred
Complementary amount	Level of consolidated annual results compared to the three preceding years	50% in shares for members of the Executive Board ² and senior management, 20% in shares for other employees	5 years ³
2 Length of service	From 3 years' service	From 4 to 14 ⁴ shares	5 years
3 Loyalty	From 10 years' service and in 5-year tranches	CHF 4,000 in shares	5 years
4 Minority shareholdings	From one year's service	4 bonus shares on condition 4 shares are bought at market price	5 to 10 years, as preferred

¹ The moratorium is cancelled in the event of the end of employment, except for staff whose employment contract is terminated by retirement or disability; in this case, they may choose to maintain the moratorium.

² The Board of Directors may decide each year to modify the proportion of blocked shares and cash attributed to members of the Executive Board.

³ The moratorium is maintained beyond the end of the employment contract for members of the Executive Board.

⁴ From 25 years' service.

The blocking periods for the Bank's shares acquired by all parent company staff through the share option schemes and the associated tax conditions are explained in the table above and at point 4.22 of the parent company accounts on page 152.

Employees benefit from various preferential conditions on a number of BCGE banking services. The Bank provides them with services at no margin or at a small commercial margin. In addition to the amounts stated in the staff regulations, the terms and conditions for clients also apply.

No external consultant was used with regard to the introduction of remuneration policies.

Share option schemes for all employees

All the Bank's employees, including members of the Executive Board, benefit from four share option schemes enabling them to align their personal financial interests with those of the Bank. These plans provide for the free or conditional granting of BCGE shares subject to a five- to ten-year moratorium on sale according to the employee's choice for certain plans. When the granting of bonus shares involves a purchase by the employee, the shares acquired by the employee are blocked for the same period.

These plans are described in staff regulations, any changes to which must be submitted to the Board of Directors.

Principles of the Executive Board's remuneration

Remuneration of members of the Executive Board forms part of BCGE's overall remuneration policy. It aims to guarantee the Bank's competitiveness in a highly developed financial centre and to attract and retain the most highly skilled and talented individuals. The policy takes individual responsibilities and performance assessments into account and reflects market realities.

Members of the Executive Board receive fixed and variable remuneration; they do not benefit from incentive plans in respect of new business in the areas of mortgage loans and wealth management, which are open to other Bank staff.

In addition, remuneration received by members of the Executive Board in the course of their duties on other Boards of Directors is passed on to the Bank in its entirety.

The employment contracts of members of the Executive Board stipulate six to twelve months' notice of termination.

Remuneration of members of the Executive Board consists of the following items:

- **Fixed remuneration of the Executive Board**

The fixed portion of remuneration compensates members' basic duties, responsibilities and the achievement of standard objectives. This component is chiefly determined at time of appointment based on salary norms for comparable functions in the banking sector. It is then adjusted on the basis of changes in responsibilities and performance, in accordance with the same rules as those applicable to all the Bank's staff.

- **Variable remuneration of the Executive Board**

Variable remuneration of members of the Executive Board rewards exceptional individual or collective performance over and above their basic duties. The overall budget for the Executive Board's variable remuneration is determined by the Board of Directors. The Board of Directors makes its decision with reference to a model assessing the Bank's performance, based on profitability, productivity, competitiveness and risk control criteria.

The overall budget for variable remuneration is then shared among the Executive Directors based on the degree to which their individual objectives and their division's performance are achieved. In addition, in the event of the Bank's results being exceptionally positive, the Executive Board receives an additional one-off budget, 50% of which is paid in the form of Bank shares subject to a five-year moratorium.

This budget is used if the operating results for the year under review are higher than the average of the two best of the three previous years, which was the case in 2022. Total compensation for members of the Executive Board may therefore vary to a certain extent from year to year depending on whether or not the additional budget is allocated.

Both overall and as a trend, the variable component of the Executive Board's remuneration should not exceed its fixed component. In 2022, variable remuneration, including share option schemes, represented between 47.26% and 66.16% of total remuneration.

The fixed and variable components of the remuneration of each member of the Executive Board are decided by the Board of Directors, based on a proposal by the Chief Executive Officer (excluding his/her own remuneration) and approval by the Appointments and Remuneration Committee.

Members of the Executive Board, like all the Bank's other employees, are eligible for the four share option schemes described above.

5.2. Supplementary information to be supplied by issuers subject to ERCO

The Bank is not subject to ERCO (Excessive Remuneration ordinance).

5.3. Supplementary information to be supplied by issuers subject to ERCO

The remuneration report is on page 152, point 4.22 of this report.

6. Shareholders' participation rights

6.1 Limitation and representation of voting rights

6.1.1 Statutory provisions

There are no limitations on voting rights, nor any clause in the Articles of Association that provide for the granting of exceptions to institutional representatives.

6.1.2 Granting of exemptions during the period under review

Not applicable.

6.2. Quorum

The General Meeting shall be validly constituted, irrespective of the number of shares represented. Decisions and elections are by an absolute majority of the votes allocated to the shares represented. Decisions concerning the adoption and amendment of the Articles of Association, such as notice of a merger, split, transformation or dissolution of the Bank, require a two-thirds majority of the share capital. For a second round of voting in elections, if required, a relative majority suffices. In the event of a tie, the chair of the General Meeting shall have the casting vote. Elections are by secret ballot. At the request of 30% of the voters represented, other decisions may also be made by secret ballot.

6.3 Convening of Shareholders' Meetings

The General Meeting is held annually within six months of the end of the financial year. An Extraordinary General Meeting may be convened as often as necessary. One or more shareholders together representing at least one tenth of the share capital may also convene an Extraordinary General Meeting, indicating their objective in doing so. If necessary, the Independent Auditor may also convene an Extraordinary General Meeting. The General Meeting must be convened by the Board of Directors at least 20 days in advance by placing a notice in the *Feuille d'avis officielle de la République et canton de Genève* and in the *Feuille officielle suisse du commerce*.

6.4 Agenda items

One or more shareholders who represent shares totalling a par value of CHF 1 million may propose in writing an item for the agenda, within 40 days preceding the General Meeting.

6.5 Share registration

The Bank keeps a share register and only persons whose names are included in the share register as shareholders with voting rights are considered to be shareholders by the Bank and may exercise their right to vote at the General Meeting. In general, the share register is closed 20 days before the General Meeting. The precise date is communicated to the Swiss stock exchange on average two months before a General Meeting. No exemptions are currently planned.

7. Takeovers and defensive measures

7.1 Obligation to make an offer

No statutory 'opting out' or 'opting up' provision exists.

7.2 Takeover provisions

There is no agreement nor any prepared programme for the benefit of members of the Board of Directors and/or the Executive Board in respect of takeovers.

8. Independent auditor

At the Ordinary General Meeting, the renewal of the mandate of the Bank's independent auditor, Deloitte SA, was accepted for 2022.

8.1 Duration of the audit mandate and of the mandate of the auditor-in-charge

The independent auditor is re-elected each year by the General Meeting of shareholders.

Since 2019, the auditor-in-charge, within the meaning of the legal provisions applicable to banks, has been Alexandre Buga.

The Bank issued a call for tenders for the selection of an independent auditor in 2018. The tender by Deloitte was accepted.

8.2 Independent auditor fees (in CHF)

These auditor fees are paid to Deloitte.

	31.12.2022	31.12.2021
Audit of the BCGE Group	654,000	617,000
<i>of which BCGE only</i>	<i>540,000</i>	<i>519,000</i>

Ex-VAT and fee disbursements

8.3 Additional fees (in CHF)

Additional audit fees essentially consist of the cost of a brief examination of the half-yearly consolidated financial statements as well as various other certifications required in accordance with specific legal requirements.

	31.12.2022	31.12.2021
Audit of the BCGE Group	99,000	75,000
<i>of which BCGE only</i>	<i>99,000</i>	<i>75,000</i>

Additional fees amounting to CHF 381,000, not connected with the audit, were paid in 2022 to a company in the Deloitte network (CHF 311,000 in 2021). These fees were mainly in regard to work concerning the preparation of tax statements.

8.4 Information on independent auditor

In 2022, the auditor was invited to attend part of three meetings of the full Board of Directors (three in 2021) and six meetings with the Control Committee (nine in 2021). These meetings mainly related to the planning and presentation of work concerned with the BCGE Group audit.

The Board of Directors, Control Committee and Internal Audit department receive reports from the auditors.

9. Information policy

- The Board of Directors expresses its views through its Chair. The Chief Executive Officer is the official spokesperson of the Bank. He delegates the management of information to the Corporate Affairs and Communications department. The head of this department reports directly to him.
- Shareholders, clients and the public can access all relevant information on the BCGE Group using our website and our mobile app. Shareholders are invited to address their questions to the Board of Directors or to the Executive Board, particularly by using the info@bcge.ch e-mail address.
- Press releases are distributed according to news events and needs. The Bank also addresses journalists and financial analysts as a means of keeping its shareholders informed. It notifies them of business developments and prospects at press conferences and when it publishes annual and half-yearly results.
- The Bank maintains regular relations with the Geneva public authorities, particularly through conferences organised on its premises or theirs.
- The Bank regularly produces financial and corporate publications for investors and shareholders.

Channels	Languages	Frequency	Form	Where available
Website	Fr / En / De	permanent	electronic publication	bcge.ch/en/home > About BCGE
Annual report	Fr / En	annual	<ul style="list-style-type: none"> • electronic publication • printed 	bcge.ch/en/home > About BCGE > Publications > Financial reports available in branches and at the Bank's head office or via info@bcge.ch
General Meeting	Fr	annual	live	event or "live online"
Financial information	Fr / En / De	permanent	electronic publication	bcge.ch/en/home > About BCGE > Publications > Financial publications
Press conferences on results	Fr	twice a year	live	event or "live online"
Press releases	Fr / En / De	occasional	published and sent electronically	bcge.ch/en/home > About BCGE > News > Press releases
Financial publications	Fr / En	regular	electronic publication	bcge.ch/en/home > About BCGE > Publications > Financial publications
Dialogue Magazine	Fr / En Fr	twice a year	<ul style="list-style-type: none"> • electronic publication • printed 	bcge.ch/en/home > About BCGE > Publications > Dialogue available in branches and at the Bank's head office or via info@bcge.ch
Electronic mailbox	Fr / En / De	permanent	email	info@bcge.ch / communication@bcge.ch
BCGE LinkedIn page	Fr	permanent	digital communication	linkedin.com/company/bcge
BCGE YouTube page	Fr / En	permanent	digital communication	youtube.com/c/BanqueCantonaledGenève

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10. Trading lock-up periods

A lock-up period associated with the preparation and publication of the Bank's results is announced by the head of the Finance division and starts at the latest two weeks before the close of the annual or half-year accounting period. This period ends when the results are published.

The lock-up period applies to the following persons:

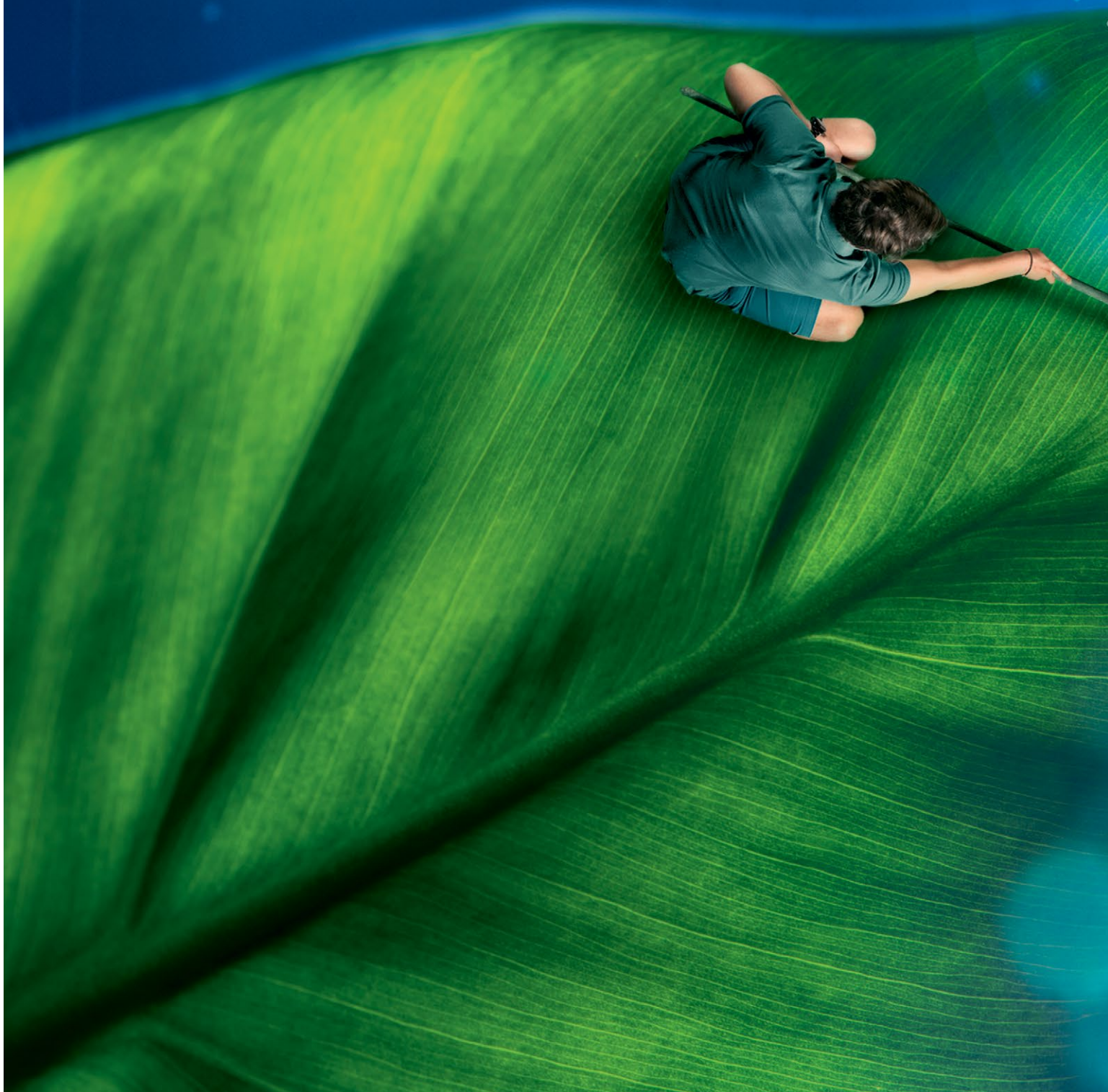
- the members of the Executive Board;
- the members of the Board of Directors and member of the Control Committee appointed by the State Council;
- the Accounting and Management Control staff;
- the staff of the Risk business unit and ALM;
- the staff of Internal Audit;
- the director of the Financial Markets and Treasury department, as well as the staff in charge of the Bank's Treasury and market-making in the Bank's share;
- staff having access to the Executive Board's SharePoint, and those with access to the Finnova accounting module;
- all persons appointed by name by the head of the Finance division;

Persons subject to a lock-up period are prohibited from:

- carrying out personal transactions, i.e. purchasing or selling the Banque Cantonale de Genève registered share, on or off the stock market, directly or indirectly, through a third party (e.g. an asset manager) or not, by agreement with a third party or not, or to undertake any transaction having an economic effect similar to a sale or purchase of the Bank's shares;
- revealing in any manner confidential information to other Bank staff or to third parties;
- advising others in respect of transactions in the Bank's shares or other specifically designated securities.

Agile

BCGE is a bank that values human contact and personal dialogue. It draws upon digitalisation and new technologies to make the everyday life of its clients easier.



Self-onboarding

"I know my banker"

Online loans

Personalised advice

ForXchange

Online trading platform

24/7 online banking

Availability

eGFI platform

Shared reflection

Digital safe



Comments on the Group financial statements Record profit and dividend¹

BCGE performed extremely well in 2022.

- Turnover rose sharply by 8.3% to CHF 475.7 million, reflecting the Bank's ability to capture the dynamism of the most buoyant economic sectors.
- At year's end, all performance indicators were up high, driven by an increase in client and business volumes. Assets under management and administration stood at CHF 33.4 billion, while client receivables and mortgage loans amounted to CHF 18.5 billion.
- Shareholders' equity rose steadily to CHF 1.984 billion (+8.6%). Operating profit rose sharply to CHF 195.0 million (+11.9%).
- In 2022, the Bank created 39 new jobs.

Main consolidated figures for the 2022 financial year

Results, in CHF thousand	31.12.2022	31.12.2021	Variation 2022 vs. 2021	
Operating income	475,667	439,240	36,427	8.3%
Operating expenses	261,291	253,996	7,295	2.9%
Operating profit	194,986	174,309	20,677	11.9%
Net profit	175,950	125,234	50,716	40.5%
ROE (return on equity)	9.09%	7.00%	209 basis points	29.9%
Dividend per share in CHF	5.50*	4.50	1.00	22.2%

Balance sheet and volumes traded

Balance sheet total	30,034,414	28,293,691	1,740,723	6.2%
Mortgage loans	13,045,695	12,665,892	379,803	3.0%
Assets under management and administration	33,411,277	34,145,974	-734,697	-2.2%
Shareholders' equity	1,983,651	1,827,222	156,429	8.6%
Tier 1 capital ratio	15.27%	15.11%	16 basis points	1.1%
Available regulatory capital ratio	16.46%	16.49%	-3 basis points	-0.2%
Employees (full-time equivalents)	874	834	39**	4.7%

* Proposal submitted to the General Meeting on 2 May 2023.

** Due to rounding (staff numbers have increased from 834.1 to 873.6).



¹ See the video with commentary on BCGE's 2022 results, available on the [BCGE YouTube channel](#) > Playlist BCGE | Nos résultats. This presentation also covers the Bank's priorities and outlook for 2023.

Sharp rise in business turnover

BCGE recorded an excellent performance in 2022 with a 40.5% increase in net profit, totalling CHF 176.0 million (including extraordinary gains of CHF 34.6 million) and an operating profit of CHF 195 million (+11.9%). Increased business volumes reflect the Bank's good strategic positioning, capturing the dynamism of the most buoyant economic sectors.

Assets under management and administration rose to CHF 33.4 billion, while client and mortgage loans totalled CHF 18.5 billion. Revenue growth was driven by the interest margin; the Bank successfully navigated the change in interest rates and minimised the effects of the stock market on its commissions, most clients remaining invested.

Total turnover amounted to CHF 475.7 million (+8.3%). Net interest income reached CHF 286 million, while commissions totalled CHF 133 million and trading income CHF 38 million. The proportion of turnover in EUR and USD hit 29.7%, reflecting the success of the Bank's international business focus.

To benefit private, corporate, and institutional clients, the Bank invested in new skills and technologies, bringing its operating expenses to CHF 261.3 million.

The Group's workforce grew by 39 new positions and now totals 874 employees (full-time equivalents).

BCGE: helping to finance Geneva's economy

The Bank granted CHF 18.5 billion in loans to companies and individuals. 21,357 companies have their accounts with BCGE, an increase of 595 companies in the past year. The moderate share of mortgages in the Bank's balance sheet total (43%) is evidence of its highly diversified business model.

Resilience in asset management and administration

Private client assets increased by CHF 475 million to CHF 18.8 billion (+2.6%). The net inflow into new discretionary mandates was CHF 231 million. Synchrony's range of 41 funds totalled 3.5 billion. The 1816 online trading platform passed the 11,700-investor mark. Institutional client assets reflected market performance, falling to CHF 14.6 billion (-7.6%).

Continued increase in shareholders' equity

Equity continued to grow, increasing by CHF 156 million to a total of CHF 1.984 billion. The consolidated equity coverage ratio remained strong, reaching 16.5%, well above the required standard of 12.7%. BCGE is one of a few well-capitalised and secure banks, as demonstrated by its Standard & Poor's AA-/A-1+/Stable rating.

More than 15,500 shareholders

The number of private and institutional shareholders rose in 2022. An increase of 83 shareholders brought the total number of shareholders to 15,506, of whom 15,107 private shareholders. This is good news since the free float is widely distributed; 83% of shareholders hold between 1 and 50 shares. It is also worth noting that 75% of the Bank's employees are shareholders and hold 3.0% of the capital.

BCGE share performance: +11.8%

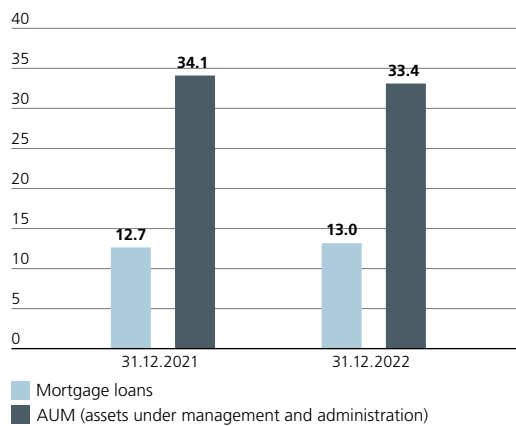
The BCGE share price rose strongly in 2022 and ended the period at CHF 179.50. Share market value is 64% of its book value (CHF 278.70). With market capitalisation at CHF 1.292 billion, the potential for appreciation remains significant (equity of CHF 1.984 billion).

Proposed dividend significantly higher

The dividend to be proposed to the General Meeting of Shareholders on 2 May 2023 reflects an increase of 22%, amounting to CHF 5.50, or 11% of the par value. The Bank's contribution to the public authorities, mainly the State and Geneva municipalities, in the form of taxes and dividends, totals CHF 72 million for the 2022 financial year.

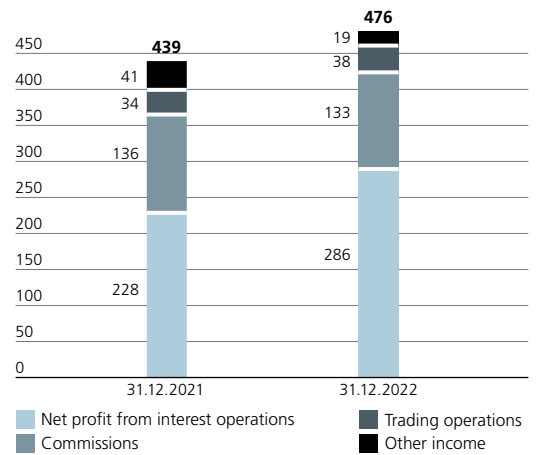
Changes in mortgage lending and AUM

in CHF billion



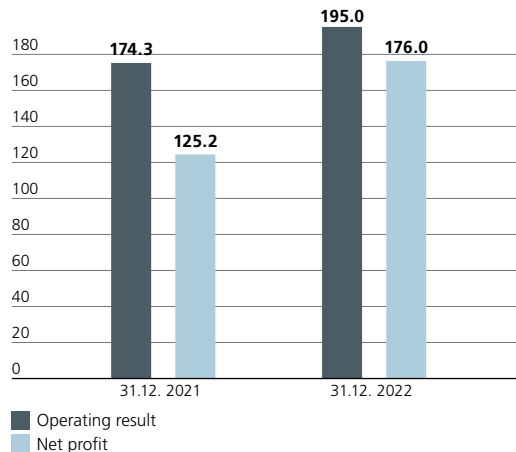
Changes in revenues

in CHF million



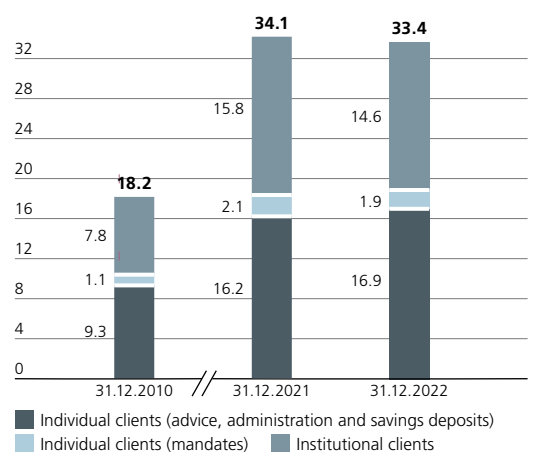
Changes in operating income and net profit

in CHF million



Increase in assets under management and administration

in CHF billion



Strategic priorities for 2023

The Bank is currently working on seven strategic priorities, as summarised on page 15 of this report.

The Bank continues to expand commercially and capture the dynamism of growth sectors. The Bank's bulwark is its diversified range of expertise and the ability of its business model to line up with the specific demands of the Geneva and Swiss economies.

For 2023, barring a deterioration in the economic situation and taking into account projected business developments, the Bank expects overall earnings for the year to increase.



Manuel Leuthold
Chairman of the Board of Directors



Frédéric Vernet
Member of the Executive Board (CFO)

Outlook for 2023

- **The growth of high value-added business and the loyalty of its client base reaffirm BCGE's favourable strategic positioning.**
- **The Bank's financial strength makes it a safe and stable financial guardian.**
- **The Bank expects interest rates to increase moderately and the economic situation to improve, factors which are likely to rebuild its interest margin and boost its commission income.**
- **The increase in lending will remain moderate due to the regulations governing capital requirements and a policy of prudence, particularly in real estate financing.**
- **The Bank continues to develop its less capital-intensive businesses (private and institutional asset management, corporate advisory services) and is expanding its corporate offer (equity financing and M&A).**

Statutory Auditor's Report

To the General Meeting of Banque Cantonale de Genève, Genève

Report on the consolidated financial statements

Audit opinion

We have audited the consolidated financial statements of Banque Cantonale de Genève and its subsidiaries (the Group), which comprise the consolidated balance sheet as at 31 December 2022, the consolidated income statement, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements (pages 104 to 133) give, in all their material aspect, a true and fair view of the consolidated financial position of the Group as at 31 December 2022 and its consolidated results of operations and its consolidated cash flows for the year then ended in accordance with the Swiss accounting rules for banks and comply with Swiss law.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the consolidated financial statements" section of our report.

We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Value adjustments for default risks on amounts due from clients and mortgage loans

 Risk level similar to previous year



Key audit matters

The book values of amounts due from clients and mortgage loans amount respectively to CHF 5,479 mio and CHF 13,046 mio (total of balance sheet of CHF 30,034 mio).

These amounts are presented net of value adjustments of CHF 88 mio including a value adjustment for inherent risks (CHF 32 mio). The estimated value adjustments are based on internal regulations. The value adjustments include an inherent part of significant judgement from Management. Considering the amounts due from clients and mortgage loans, the value adjustments for default risks are considered as a key audit matter.

Please refer to pages 109 to 112 and to note 4.02 of the notes to the consolidated financial statements on page 115 for further information.

Our audit response

We verified and tested the key controls relating to the credit activity, in particular the processes for granting credits, the monitoring of credits, the assessment of value adjustments for default risks (provisioning rules) and the controls relating to the determination of value adjustments for inherent default risks. We considered the results of our tests on key controls to define our detailed procedures.

Furthermore, we tested on a sample:

- The different types of credit (mortgage, commercial and Global Commodity Finance), including those that had not been identified as eligible for value adjustment, in order to form our own opinion and to evaluate the need of an impairment and whether it has been properly recognised;
- Assumptions retained for the value adjustments;
- Credits which are closely monitored due to higher risks of default but not yet adjusted;
- The judgement level applied and approval of value adjustments in accordance with internal authorization rules;
- The opinions of external law firms consulted in the context recovery files;
- The correct booking of the value adjustments.

Based on our procedures performed, we have collected sufficient appropriate audit evidences in order to cover the risk of valuation of value adjustments for default risks.

Valuation of the provisions for legal risks

 Risk level lower than previous year



Key audit matters

Due to its activity of universal and cantonal bank involving a significant number of clients, the Group is exposed to legal risks. A list of litigation cases, procedures and prosecutions is established by Management. The valuation of those provisions includes an inherent part of judgement from Management.

Please refer to page 113 and to note 4.16 to the consolidated financial statements on page 122 for further information.

Our audit response

We tested the adequacy of the design and the implementation of key controls for legal risks regarding the identification, the valuation of provisions and the proper recording of related provisions.

We considered the results of our tests on key controls to define our detailed procedures below:

- Review of the list of litigation cases, procedures and prosecutions established by Management;
- Review of the assumptions used by Management for the estimation of the level of provision of the significant cases and discuss them with Management and Head of Legal;
- Sending confirmations requests to the external lawyers consulted in connection with litigation or potential litigation;
- Test the proper recording of these provisions.

Based on the procedures performed, we have collected sufficient appropriate audit evidences to cover the risk of valuation of the provisions for legal risks.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the consolidated financial statements

The board of directors is responsible for the preparation of the consolidated financial statements that give a true and fair view of the consolidated financial position and its consolidated results of operations and its consolidated cash flows in accordance with the Swiss accounting rules for banks and comply with Swiss law. The board of directors is also responsible for the internal control deemed necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

A further description of our responsibilities for the audit of the consolidated financial statements is located on EXPERTsuisse's website at: <https://www.expertsuisse.ch/en/audit-report>. This description forms an integral part of our report.

Report on other legal and regulatory requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

Deloitte SA



Alexandre Buga
Licensed Audit Expert
Auditor in charge



Vida Gratteau
Licensed Audit Expert

Geneva, 27 February 2023

2022 Consolidated Financial Statements and notes, BCGE Group

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Essential regulatory key figures

Consolidated

Equity taken into consideration in CHF 1,000		2022	2021
1	Core Equity Tier 1 capital (CET1 ¹)	1,935,327	1,787,231
2	Core Equity Tier 1 capital (T1 ²)	2,070,327	2,011,976
3	Total capital	2,231,082	2,194,906
Risk-weighted assets (RWA³) in CHF 1,000		2022	2021
4	RWA ³	13,554,628	13,311,471
4a	Minimum capital requirements	1,084,370	1,064,918
Risk-based capital ratios as percentage of RWA ³		2022	2021
5	CET1 ratio ¹	14.3%	13.4%
6	Core capital ratio	15.3%	15.1%
7	Total equity ratio	16.5%	16.5%
CET1¹ buffer requirements as percentage of RWA³		2022	2021
8	Capital buffer according to Basel minimum standard (2.5% from 2019)	2.5%	2.5%
9	Countercyclical buffers (Art. 44a OFR ⁴) according to Basel minimum standard	–	–
10	Additional capital buffer according to international or domestic systemic risk	–	–
11	Total of bank CET1-specific requirements according to Basel minimum standard ¹	2.5%	2.5%
12	CET1 ¹ available to cover buffer requirements according to Basel minimum standard (after deduction of CET1 ¹ allocated to cover minimum requirements and if applicable to cover TLAC requirements ⁵)	8.5%	8.5%
Target capital ratios according to Annex 8 OFR⁴ as percentage of RWA ³		2022	2021
12a	Capital buffer according to Annex 8 OFR ⁴	4.0%	4.0%
12b	Countercyclical buffers (Art. 44 and 44a OFR ⁴)	0.7%	0.0%
12c	Target CET1 ¹ (as %) ratio according to Annex 8 OFR ⁴ with addition of countercyclical buffers according to Art. 44 and 44a OFR ⁴	8.5%	7.8%
12d	Target T1 ² (as %) ratio according to Annex 8 OFR ⁴ with addition of countercyclical buffers according to Art. 44 and 44a OFR ⁴	10.3%	9.6%
12e	Total target capital ratio (as %) according to Annex 8 OFR ⁴ with addition of countercyclical buffers according to Art. 44 and 44a OFR ⁴	12.7%	12.0%
Basel III leverage ratio		2022	2021
13	Total assets	31,725,431	29,828,305
14	Basel III leverage ratio (core capital as % of total assets)	6.5%	6.7%
Liquidity coverage ratio (LCR⁶)		2022	2021
15	LCR ⁶ numerator: total high-quality liquid assets	8,766,380	7,594,867
16	LCR ⁶ denominator: total net cash outflows	5,152,940	4,006,989
17	Liquidity coverage ratio, LCR ⁶	170%	190%

¹ Common equity tier 1.

² Tier 1.

³ Risk weighted assets.

⁴ Capital Adequacy Ordinance.

⁵ Total loss-absorbing capacity.

⁶ Liquidity coverage ratio.

All the publication requirements relating to shareholders' equity will be available on the Bank's website at the latest by 30 April 2023 (bcge.ch/en/home > About BCGE > Publications > Financial reports.) The Bank applies the standard international approach, otherwise known as SA-BIS, for the regulatory disclosures of credit risk, the standard approach for market risk and the base indicator approach for operational risk.

Risk of interest rate changes in the banking book

In the event of a change in the interest rate curve, the market value of the Bank's equity would oscillate between CHF –112 million (in the event of an interest rate rise of 100 basis points) and CHF 119 million (in the event of an interest rate fall of 100 basis points). The impact on revenues would vary respectively between CHF –0.6 million and CHF –32.8 million, with a floor benchmark rate of 0% for client services.

1. BCGE balance sheet items and off-balance-sheet transactions

Consolidated

Assets	Notes	31.12.2022 in CHF 1,000	31.12.2021 in CHF 1,000	Change in CHF 1,000
Liquid assets	4.23	6,715,699	6,467,963	247,736
Amounts receivable from banks	4.23	1,162,774	857,787	304,987
Amounts due from securities financing transactions	4.23	718,692	–	718,692
Amounts due from clients	4.23	5,478,939	5,689,608	–210,669
Mortgage loans	4.23	13,045,695	12,665,892	379,803
Trading portfolio assets	4.03	51,132	53,944	–2,812
Positive replacement values of derivative financial instruments	4.04	12,355	17,094	–4,739
Financial investments	4.05	2,339,186	2,124,776	214,410
Accrued expenses and deferred income		49,896	38,535	11,361
Participations	4.06	69,198	64,042	5,156
Tangible fixed assets	4.08	128,315	128,684	–369
Intangible assets	4.09	333	702	–369
Other assets	4.10	262,200	184,664	77,536
Total assets	4.25	30,034,414	28,293,691	1,740,723
Total subordinated claims		46,223	29,853	16,370
<i>of which, subject to mandatory conversion and/or debt waiver</i>		–	–	–
Liabilities				
Amounts due to banks	4.23	3,125,773	3,194,426	–68,653
Liabilities arising from securities financing transactions	4.23	18,490	163,064	–144,574
Amounts due in respect of client deposits	4.23	19,446,818	18,233,404	1,213,414
Trading portfolio liabilities	4.03	1,565	3,925	–2,360
Negative replacement values of derivative financial instruments	4.04	9,438	8,648	790
Cash bonds	4.23	740	803	–63
Bond issues and central mortgage institution loans	4.15	4,776,505	4,597,245	179,260
Accrued expenses and deferred income		133,080	110,102	22,978
Other liabilities	4.10	532,518	148,490	384,028
Provisions	4.16	5,836	6,362	–526
Reserves for general banking risks	4.16	270,000	250,000	20,000
Share capital	4.17	360,000	360,000	–
Capital reserve		299,171	306,764	–7,593
Retained earnings reserve		921,818	827,544	94,274
Currency translation reserve		–29,467	–24,442	–5,025
Own shares		–14,292	–18,287	3,995
Minority interests in equity capital		471	409	62
Profit/loss (result of the period)		175,950	125,234	50,716
<i>of which, minority interests in consolidated profit</i>		62	21	41
Total liabilities	4.25	30,034,414	28,293,691	1,740,723
Total subordinated liabilities	4.15	331,545	334,745	–3,200
<i>of which, subject to mandatory conversion and/or debt waiver</i>	4.15	245,000	334,745	–89,745
Off-balance-sheet transactions				
Contingent liabilities	4.28	914,546	1,328,273	–413,727
Irrevocable commitments	4.02	768,782	731,444	37,338
Commitments to free up and execute additional transfers	4.02	304,085	238,120	65,965
Approved credit line	4.29	114,811	117,903	–3,092

2. Profit and loss account items

Consolidated

	Notes	31.12.2022 in CHF 1,000	31.12.2021 in CHF 1,000	Change in CHF 1,000
Result from interest operations				
Interest and discount income	4.33	306,466	249,803	56,663
Interest and dividend income from trading portfolios		60	40	20
Interest and dividends from financial investments		5,641	4,558	1,083
Interest expenses		-20,808	-3,625	-17,183
Gross result from interest operations		291,359	250,776	40,583
Changes in value adjustments for default risks and losses from interest operations	4.16	-5,348	-22,866	17,518
Subtotal net result from interest operations		286,011	227,910	58,101
Result from commission business and services				
Commission income from securities trading and investment activities		60,635	65,255	-4,620
Commission income from lending activities		44,046	43,728	318
Commission income from other services		40,355	37,009	3,346
Commission expenses		-12,287	-9,948	-2,339
Subtotal result from commission business and services		132,749	136,044	-3,295
Result from trading activities and the fair value option				
Subtotal result from trading activities and the fair value option	4.32	37,784	34,035	3,749
Other ordinary income				
Income from sale of financial investments		10,394	25,801	-15,407
Income from participations		11,048	8,242	2,806
Result from real estate		1,104	1,246	-142
Other ordinary income		7,830	6,943	887
Other ordinary expenses		-11,253	-981	-10,272
Subtotal other results from ordinary activities		19,123	41,251	-22,128
Total operating income		475,667	439,240	36,427
Operating expenses				
Personnel expenses	4.34	-164,437	-159,097	-5,340
General and administrative expenses	4.35	-96,854	-94,899	-1,955
Subtotal operating expenses		-261,291	-253,996	-7,295
Value adjustments on participations, depreciation and amortisation of tangible fixed assets and intangible assets	4.36	-18,717	-16,847	-1,870
Changes to provisions and other value adjustments and losses	4.16	-673	5,912	-6,585
Operating profit		194,986	174,309	20,677
Extraordinary income	4.36	34,583	13	34,570
Extraordinary expenses	4.36	-	-	-
Change in reserves for general banking risks	4.16	-20,000	-20,000	-
Taxes	4.39	-33,619	-29,088	-4,531
Profit/loss (result of the period)		175,950	125,234	50,716
<i>of which, minority interests in Group profit</i>		<i>62</i>	<i>21</i>	<i>41</i>

3. Statement of shareholders' equity Consolidated

(in CHF 1,000)

	Share capital	Statutory capital reserve	Statutory retained earnings	Reserves for general banking risks	Currency translation reserve	Own shares (negative item)	Minority interests	Result of the period	Total
Equity at start of current period	360,000	306,764	827,544	250,000	-24,442	-18,287	409	125,234	1,827,222
Acquisition of own shares						-3,739			-3,739
Disposal of own shares						7,572			7,572
Profit/(loss) from the disposal of own shares		-162				162			-
Currency differences					-5,025				-5,025
Dividends and other distribution		489						-32,400	-31,911
Special allocation to the State of Geneva (20% of the dividend paid)								-6,480	-6,480
Other allocations to (transfers from) the reserves for general banking risks				20,000					20,000
Other allocations to (transfers from) the other reserves		-7,920	94,274				62	-86,354	62
Profit/loss (result of the period)								175,950	175,950
Equity at end of current period	360,000	299,171	921,818	270,000	-29,467	-14,292	471	175,950	1,983,651

Summary presentation

Consolidated

1. Registered name, legal form, registered office and goal

Banque Cantonale de Genève (hereafter BCGE) is a limited company established by public law according to Art. 763 of the Swiss Code of Obligations; it has the status of a cantonal bank as defined by the Federal Banking Act. The Bank was registered in the Geneva Trade Register on 17 December 1993 and conducts its business under the registered name of "Banque Cantonale de Genève SA". The registered office and management of the Bank are in Geneva.

The Banque Cantonale de Genève Group provides the services of a regional full-service bank and has the particular role of contributing to the economic development of the Canton and of the region.

Its activities include providing mortgage lending and commercial and personal loans as well as loans for international trade. The Group is also active in asset management and manages public offerings and placements in the financial markets.

The Bank bases its commercial operations on the diversity of its skills and the fact that its business model is aligned with the specific features of Geneva's economy.

Activity report

The business component of the activity report appears in the Comments on the Group accounts chapter. The Bank publishes its capital adequacy in the document entitled Publication requirements relating to shareholders' equity, in accordance with the Basel III guidelines. It applies the standard Swiss approach in respect of credit risk, the standard approach for market risk, and according to the base indicator approach (BIA) for operational risk.

Staff numbers	31.12.2022	31.12.2021
Full-time equivalents	873.62	834.13
Average full-time equivalents	860.34	824.53
Headcount	926.00	886.00
Average headcount	909.42	876.33

The Bank's strategy is to outsource its operations so as to concentrate on high value-added client business.

Outsourcing relationships are governed by service level agreements (SLAs), in compliance with the FINMA 2018/3 circular on bank outsourcing. The contracts with Swisscom chiefly concern money transfer and securities operations (enabling a quality of service comparable with that offered by the best Swiss banking institutions), operation of the central IT system, the hosting thereof, data storage, the printing and sending of bulk documents and the maintenance of certain items of infrastructure.

Since 2010, BCGE had been engaged in litigation with a provider regarding a dispute about various services and the way they were invoiced. This dispute was successfully resolved at the end of 2022.

Agreements with the majority shareholder

Chapter 5 of Art. 33 of the Bank's Articles of Association, adopted by the General Meeting of 3 May 2005, formalises the repayment of loans granted by the State of Geneva to the *Fondation de valorisation* of the Banque Cantonale de Genève at the start of the previous decade. The Bank makes repayments pro rata to the dividends distributed to shareholders (20% of the dividends paid). Following the *Fondation's* dissolution, the State Council, in accordance with the decree of 21 October 2011, set the remaining amount of the loans to be repaid by the Bank at CHF 370,661,634 on 31 December 2009. For the 2022 financial year, an amount of CHF 7.9 million will be paid, an increase of CHF 1.4 million compared with the previous year, provided that the Board of Directors' proposed dividend is adopted by the General Meeting. As a result, a total amount of CHF 63.4 million will have been repaid since 2009, thus bringing repayments made by the Bank to a total of CHF 90.9 million since the Bank's consolidation in 2000.

2. Accounting and valuation principles

Terms of reference

The Group's consolidated accounts comply with the Code of Obligations, the Federal Banking Act and its implementing ordinance, FINMA circular 2020/1 on accounting rules for banks (ARB-FINMA) and the FINMA accounting ordinance (OEPF-FINMA).

The Group's accounts have been prepared according to the true-and-fair-view principle.

Closing date for consolidated accounts

The accounts are closed on 31 December of each year.

Scope of consolidation

Firms whose consolidation makes an important financial difference have been included in these financial statements as follows: This scope changed very slightly on 31 December 2021, when Rhône Saône Léman SNC II entered the BCGE Group.

All Group companies in banking, finance and real estate, held as permanent assets in which the parent company has a direct or indirect stake of more than 50%, are fully consolidated. All permanently held Group companies in banking, finance and real estate, in which the parent company has a direct or indirect stake of between 20% and 50%, are consolidated under the equity method.

Balance sheet total	in CHF 1,000
Banque Cantonale de Genève, Geneva	29,803,891
Capital Transmission SA, Geneva	94,699
Investissements Fonciers SA, Lausanne	23,087
Swiss Public Finance Solutions SA, Geneva	10,695
Loyal Finance AG, Zurich	1,480
Dimension SA, Lausanne	412
Banque Cantonale de Genève France SA, Lyon	991,072
Compagnie Foncière du Saint Gothard SAS, Puteaux	44,440
Compagnie Foncière Franco-Suisse SAS, Lyon	32,871
Rhône Saône Courtage Sàrl, Lyon	36
Rhône Saône Léman SNC SNC, Lyon	13
Rhône Saône Léman SNC I, Lyon	10

Consolidation process

• Share capital consolidation

During the purchase of an equity interest, the net book value of the equity in the consolidated company is offset against the proportion of the company's total net assets those shares represent. Any difference is recorded either as a valuation adjustment on the consolidated balance sheet or as goodwill. Capital is consolidated according to the purchase method, which allows for the

compensation of the equity interest purchase price with the part that the Group holds in revalued shareholders' equity (monetary value of net assets) at the time of the acquisition.

• Goodwill

Goodwill and the difference of first consolidation are shown on the balance sheet as "intangible assets" and depreciated through the profit and loss account over a maximum period of 10 years.

• Intercompany transactions

Liabilities and receivables, as well as income and expenses from intercompany transactions, are not taken into account.

• Treatment of foreign currency exchange differences

Other assets, balance sheet debt and depreciation and amortisation of tangible assets of entities domiciled outside Switzerland and recorded in foreign currencies are converted into Swiss francs at the rate applying at year end. Income statement items of these entities, other than depreciation and amortisation of tangible assets, are converted into CHF at the average closing rates of the 12 months of the year. The equity of these entities is converted at the historic average rates of each balance-sheet item. The resulting exchange differences are directly accounted for in equity under "Foreign exchange reserve".

Valuation methods

The Group's consolidated financial statements are based on the individual statements of its companies and are prepared using uniform accounting principles and valuation methods. Any adjustments made to the Bank's own shares and bonds are usually made by deducting the corresponding liabilities, in order to conform to the "true and fair view" principle.

Recording dates

All transactions are recorded on the books at the date of transaction.

Currencies, banknotes and precious metals

Positions held in currencies are converted into Swiss francs at the following year-end rates:

Main currencies	Unit (currency)	Exchange rate 31.12.2022	Exchange rate 31.12.2021
US dollar	1	0.9245	0.9117
Euro	1	0.9856	1.0345
Pound sterling	1	1.1119	1.2311
Yen	100	0.7009	0.7920

Income and expenses are converted at the rate applying on the transaction date. Exchange gains and losses arising from conversion are reported under the heading "Results from trading operations".

Liquid assets

Cash is reported on the balance sheet at its face value.

Due from banks, clients and mortgage loans

Receivables and liabilities are recorded at their face values. Pledged collateral is valued prudently, systematically and periodically, applying uniform principles and based, other than in exceptional cases, on a market value.

The Bank values real estate either using an expert system (hedonic approach) or by internal valuations for unusual or luxury items, or, in the case of income properties, by discounting future cash flows.

Receivables on the balance sheet are valued at no more than the value they represent for the Bank. Value adjustments made to cover potential losses known or estimated at the balance sheet date are booked as a reduction in the value of the corresponding assets. Interest and corresponding commissions which are unpaid 90 days from the due date are considered outstanding and are booked under value adjustments which are deducted from the corresponding assets. In such cases, they are only shown in the profit and loss account at the time when the payment is actually made.

For consumer-credit portfolios (personal loans and leasing) consisting of many similar loans, individual provisions are determined on a portfolio basis using general historical data.

Amounts due/liabilities from securities financing transactions

Amounts due/liabilities from transactions in securities (formerly "operations using repurchase and reverse repurchase agreements") are recorded on the books as follows:

- sums in cash that are transacted are recorded on the balance sheet;
- the transfer of securities is not recorded on the balance sheet as long as the seller retains the rights to them;
- the subsequent transfer of received securities is entered on the balance sheet as a non-monetary liability at market value.

Trading portfolio assets

Securities held in portfolios are recorded on the balance sheet at their year-end market value. Results are recorded under "Results from trading operations and the fair value option".

In accordance with the Group's principle of "true and fair view" accounting, its own debt securities are not marked at market value but recorded at their face values and reported by reducing the corresponding liability positions.

Own treasury shares are recorded at Group level by deducting their acquisition cost from shareholders' equity, under a separate position called "Own shares". Payment of dividends and results of subsequent transfers are attributed to "Statutory capital reserve".

Hedging operations

The Bank uses derivative financial instruments to protect itself from market risks. Hedging transactions are valued in the same way as hedged items and the result is recorded under the same accounting item.

Financial investments

Financial investments include securities held for the long term and companies bought for strategic purposes and which are likely to be sold in the medium term.

Other debt and equity investments are valued either using the principle of valuation at the lower of cost or market, or on the accrual principle for securities that are to be held to maturity. The net impact of the changes in value is recorded in ordinary income or expenses. Buildings acquired in the course of lending operations and intended for resale are carried on the balance sheet at cost, less any adjustments in value and liquidation costs, on the principle of lowest market value.

Tangible fixed assets

Fixed assets are carried on the balance sheet at acquisition cost and are subject to straight-line depreciation over their foreseeable life, not exceeding the following:

Bank buildings	100 years
Fixtures	10 years
Furniture and fittings	5 years
Office machines	5 years
Software and IT equipment	3 to 10 years depending on their life cycle

Taxes

An assessment of the taxes due for the year is entered into the accounts according to the income earned. The impact of delimiting the Group's taxes is shown under deferred taxes.

Amounts due to banks

Receivables and liabilities are recorded at their face values.

Amounts due in respect of client deposits

Receivables and liabilities are recorded at their face values.

Positive and negative replacement values of derivative financial instruments

Positions in financial instruments open at year end are reported at their market values, either by means of a valuation model in line with the type of derivative financial instrument in the "Positive/negative replacement values of derivative financial instruments" items and are accounted for according to the purpose of the underlying transaction:

- active trading positions, at market price in the income statement,
- hedging positions in accordance with the valuation of the underlying transaction hedged.

Provisions

Provisions include those intended to cover necessary operational risks, provisions for inherent off-balance-sheet default risks, valuation adjustments for off-balance-sheet default risks and provisions for deferred taxes.

Reserves for general banking risks

The reserves for general banking risks are precautionary reserves accumulated via the "Change in reserves for general banking risks" item to cover general business risks. These reserves are taxed.

Contingent liabilities

Contingent liabilities record, in particular, guarantees to secure credits issued in the form of bill guarantees, bank securities and sureties.

Irrevocable commitments

Irrevocable commitments relate to the granting of loans or other services that have not been used by the year end date but are granted definitively. Commitments to pay under the terms of the deposit guarantee are posted under this item.

Commitments related to additional payments and further contributions for shares

Commitments to pay under the terms of the deposit guarantee are posted under this item.

Change in accounting principles

There has been no change in accounting principles.

3. Risk management

The Board of Directors establishes risk policy according to legal requirements and the Executive Board applies this in all the Group's entities using the same methodology. The Bank has set up specialised risk committees for the parent company and the subsidiaries to enable it to assess, monitor and manage risks incurred.

The Board of Directors undertakes a quarterly analysis of the Group's principal risks. This analysis takes account of various sources available to the risk control function and is regularly reviewed by the Risk Committee and the Executive Board.

Basic principles

Aiming at targeted and controlled allocation of its equity, while ensuring that the risks taken are diversified, the Bank defines risk segments and applies limits to them in line with the business area. This procedure is validated by the Board of Directors. Similarly, in accordance with regulatory provisions, the Board of Directors sets the country limits and bank limits, taking account of financial fluctuations and geopolitical risks. The Executive Board monitors all risks through constant supervision of business activities and through monitoring by specific committees.

All members of the Executive Board are responsible for the revenues and costs from risk positions taken in their divisions, and must take the necessary action to manage and/or reduce risk.

Independent risk monitoring of the revenue-generating operating units is performed throughout the Bank. Hence, the Risk Control, Compliance and ALM departments underpin regular monitoring by the specialised front office and control functions. Their role is to anticipate, analyse, evaluate and inform the various dedicated committees on the financial, legal and compliance-related impacts of exposure to the risks, paying particular attention to thoroughness and the objective assessment of the risks incurred and potential risks impacting the Bank (financial and non-financial risks, including environmental and social risks and operational risks).

Consolidated supervision

The organisation of risk control within the Group is structured on the basis of the management principles used by the Bank in Geneva with the aim of ensuring a comprehensive understanding of risks and their uniform control at consolidated level.

The Risk and ALM departments in the Finance division consolidate the Group's overall positions. The distribution of reports and their systematic review with the front-office divisions during Risk (CRISK) and CALM (Asset and Liability Management) committee meetings provide a formal framework for this effective overall approach.

The results are reported to the Executive Board and the Board of Directors on a regular basis.

Types of risks

- **Credit risk**

Credit or counterparty risks are the loss the Group suffers if a counterparty defaults.

Credit is granted under a specific system of delegation of authority, based on the size of the loan, and subjected to a system of expert rating. This lays down different conditions which are to be applied depending on the borrower's financial situation and the type of transaction.

The Credit Committee examines applications within its competence and authorises operations in line with the delegated authority and the policy defined. This policy encompasses the undertakings of the Group's clients and corresponding institutions originating in the loan and guarantee issuance businesses, together with undertakings in respect of currency transactions.

Risk for commercial loans is assessed every year.

For mortgage loans, the interval for reviewing collateral is defined by the loan-to-value ratio and the type of property. In all cases, new risk indicators or an increase in existing risks result in specific analysis of the loan portfolios in question.

Ratings are allocated to borrowers by an expert rating system (10 grades from A+ to E-) and are updated by dedicated systems. Rating models are provided by a system used jointly by around 12 cantonal banks and other large financial institutions. A significant drop in ratings triggers a risk-assessment process, and if necessary, the setting up of valuation adjustments and the transfer of the case to the Participations and Workout department or the Litigation department.

Non-performing and impaired loans are assessed individually and the reduction in value is expressed in adjustments to individual valuations.

Non-performing loans and collateral obtained are valued at liquidation value, taking into account any individual adjustment for the debtor's solvency. Off-balance sheet transactions are also included in this assessment.

To complement the valuation adjustments, the Bank, as a category 3 institution, makes valuation adjustments for inherent default risks, as defined in Art. 25 (1) (b) OEPC-FINMA. Non-impaired loans/receivables, unlike the other receivables described above, result from situations where it is apparent that debtors will be in a position to meet their future commitments. The method for calculating value adjustments for inherent default risks was defined by the Bank in 2019, and consists of grouping the volumes of risk weighted assets (RWA¹) by activity segment, taking account of on- and off-balance sheet lending. Eight activity segments² were defined, and a loss coefficient was calculated for each one. These coefficients transcribe the loss estimated over a medium-term time horizon and are revised annually in the course of the review of the strategic and financial plan (SFP), based on the Bank's historical losses on the loan portfolio. The estimated potential loss may, moreover, be adapted to an appraisal value when the potential loss seems too low or inappropriate. By multiplying the risk-weighted assets by these loss coefficients, it is possible to calculate a valuation adjustment for inherent default risk relating to each activity segment. The sum of the amounts for these eight

¹ RWA: Risk-Weighted Assets.

² Consumer financing, Swiss property for private individual clients, Swiss property for corporate clients, Swiss corporate clients, property and corporates France, public authorities, trade finance, banks and financial markets.

segments is equal to the overall amount of the valuation adjustments for the Bank's inherent risks. The volumes of risk-weighted assets by segment are re-evaluated at each year-end closing and the amounts of the value adjustments for inherent risks are adjusted in consequence. If the valuation adjustments made for inherent default risk are used, the amount drawn off is reconstituted in a linear manner, over a maximum of five years, starting in the financial year after the amount has been drawn. The Executive Board is able to use the valuation adjustments for inherent default risks as soon as the provisions made for risks are greater than the annual loss budget taken into account in the budget planning. The valuation adjustments for inherent default risks on amounts due from clients, mortgage loans and receivables from banks are deducted from the corresponding balance sheet items. The part attributable to off-balance sheet positions and financial investments appears in the Provisions item. The Bank has made the decision to fully build up its valuation adjustments for inherent default risks, in advance of the initial schedule, which foresaw the completion of the valuation adjustments by the end of 2023. The consolidated amounts are presented in note 4.16, page 122.

Country commercial limits are in place, mainly for international trade finance; they are monitored and checked daily by the Risk department. Country limits for direct risks (the debtor's country of incorporation) and indirect (the country of economic risk) are validated annually by the Board of Directors and reviewed when the political or economic situation of a country changes.

- **Concentration risk**

Major risks (large risks in the meaning of Art. 95 FRO³) are continuously monitored and reported quarterly to the Board of Directors and to the independent auditors.

The integrated IT system for risk control calculates the funding requirements for each transaction and aggregates them by economic group. For the

purpose of risk prevention, additional attention is paid to potential concentration of loans. These positions are constantly monitored and, if values approach thresholds, management is notified immediately. Simulations are systematically carried out in the run-up to prospective large operations.

- **Rate risk, liquidity risk, market risk and proprietary investment risk**

These risks reside in the potential for losses from exchange-rate fluctuations, interest rates and property prices and indices for any position held by the Group.

The control of these risks requires that open positions must be identified, measured and controlled. Evaluation of the trading portfolio and supervision of limits are carried out on a single ad hoc system, allowing risks incurred to be evaluated, and a report is produced on a daily basis. An independent department is tasked with permanently monitoring compliance with limits and stop-loss in the Financial Markets & Treasury department. The Bank has a policy of maintaining low exposure to market risks in commodities trading. In addition, the ALM (asset and liabilities management) Committee meets on a monthly basis. The Committee oversees management of the Bank's balance sheet in the light of potential changes in the business and financial market situation and other parameters. The ALM Committee monitors all financial risks.

- **Rate risk**

Rate risks are those risks arising from fluctuations in the value of non-trading portfolio positions as a result of changes in interest rates. Exposure to risk rates arises when maturity rates and asset volumes are mismatched with the refinancing of liabilities. These asymmetries are the cause of this risk and have an effect on interest income and on the Bank's equity valuation. Fixed rate or at-sight banking products without maturities are modelled in order to respond as effectively as possible to rate changes made when market rates move. These models are reviewed periodically and adapted to market conditions if necessary. Dynamic simulations are carried out in order to monitor revenue risks to the interest margin in the light of various rate scenarios. The policy on interest-rate risks is approved by the Board of Directors, which delegates operational management to the Executive Board. In compliance with legal requirements, the ALM Committee analyses the effects of rate fluctuations on income (short-term) and on value (long-term) and manages them within the limits defined by the Board of Directors.

³ Capital Adequacy Ordinance.

- *Liquidity risk*

Loan limits for other banks are tightly controlled in response to increased risks. Investments in money markets have largely been replaced by investments of the repurchase agreement type. With great prudence, and with repo operations being continued, money market business is conducted with a number of partner banks and the Swiss public authorities, in compliance with strict limits. BCGE is keeping to its prudent approach, maintaining high levels of liquidity and managing a bond portfolio that is widely diversified and to which sale and repurchase agreements can be applied. This means that credit facilities can be obtained with a large number of counterparties at all times. Bonds included under the long-term financial investment item are restricted to those with AAA ratings or at least A- or equivalent.

The Bank manages its liquidity risk by monitoring exposure through use of a schedule of balance sheet items and balance sheet structure, and by calculating the regulatory liquidity coverage ratio (LCR) and the net stable funding ratio (NSFR). It also manages the risk dynamically, by modelling the growth of business and the need for refinancing. Through its ALM committee, the Bank monitors liquidity risk within the limits set by the Board of Directors.

- *Exchange-rate risk*

Exchange positions that must be managed by the Bank mainly involve interest and commission income, mostly denominated in USD and EUR. Exchange-rate risks arising from the balance sheet, including treasury operations and transactions, are centralised and managed for the Bank as a whole. A hedging system is in place, enabling financial transactions to be executed that protect specific exchange positions while taking related costs into account.

• **Operational risk**

Operational risks are defined as the risk of losses resulting from inadequate or failing internal procedures, persons or systems or from external events. The level of automation of such processes together with internal control measures can limit these risks. The Bank has implemented a model of production processes to monitor points of control, function separation and validation in operations processing. The Operational Risk department ensures that the architecture is consistent. This makes it possible to monitor and record incidents with the aim of improving the operational risk system and more effectively detecting potential problems. Administrative instructions and other internal guidelines are regularly updated and made accessible to all staff members on the Bank's Intranet. Furthermore, the Bank monitors compliance with procedures and the analysis of information flows.

In this context, the Bank is also continuing to increase its measures to combat fraud and cyber attacks.

• **Non-compliance and legal risk**

These risks are the responsibility of the Legal and Compliance division, whose mission it is to:

- identify legal risks, defend the Bank's interests and support asset managers in their client relationships. It is involved once a risk has been identified. It assesses the problem and, if appropriate, retains an external lawyer with whom it handles the case. The funding of legal risks is examined on a case-by-case basis. Provisions for legal risks are booked as liabilities under Provisions;
- put in place an appropriate process, adapted to the Bank's activities, for combating money-laundering and monitoring sanctions, transactions, and developments in regulations and internal instructions;
- institute cross-border rules.

4. Details relating to the items in the notes to the consolidated financial statements

Consolidated

4.01 Breakdown of securities financing transactions (assets and liabilities)

(in CHF 1,000)

	31.12.2022	31.12.2021
Book value of receivables from cash collateral delivered in connection with securities borrowing and reverse repurchase transactions	718,692	–
Book value of obligations from cash collateral received in connection with securities lending and repurchase transactions	18,490	163,064
Book value of securities held for own account, lent or transferred as collateral for securities lending or repurchase transactions	18,642	167,859
<i>with unrestricted right to resell or repledge</i>	18,642	167,859
Fair value of securities received and serving as collateral in connection with securities lending or securities borrowed in connection with securities borrowing, as well as securities received in connection with reverse repurchase agreements with an unrestricted right to resell or repledge	717,626	–
<i>of which, repledged securities</i>	–	–
<i>of which, resold securities</i>	–	–

4.02 Presentation of collateral for loans/receivables and off-balance-sheet transactions, as well as impaired loans/receivables

(in CHF 1,000)

	Type of collateral			Total
	Secured by mortgage	Other collateral	Unsecured	
Loans (before netting with value adjustments)				
Amounts due from clients	1,075,378	1,089,020	3,385,797	5,550,195
Mortgage loans	13,062,408	–	–	13,062,408
<i>Residential property</i>	10,901,815	–	–	10,901,815
<i>Office and business premises</i>	1,552,358	–	–	1,552,358
<i>Commercial and industrial premises</i>	442,292	–	–	442,292
<i>Other</i>	165,943	–	–	165,943
Total loans (before netting with valuation adjustments)				
31.12.2022	14,137,786	1,089,020	3,385,797	18,612,603
31.12.2021	13,807,051	1,231,355	3,433,579	18,471,985
Total loans (after netting with valuation adjustments)				
31.12.2022	14,121,073	1,079,657	3,323,904	18,524,634
31.12.2021	13,789,308	1,221,295	3,344,897	18,355,500
Off-balance sheet				
Contingent liabilities	–	55,844	858,702	914,546
Irrevocable commitments	–	21,289	747,493	768,782
Commitments to free up and execute additional transfers	–	79,155	224,930	304,085
Credit commitments	–	5,953	108,858	114,811
Total off-balance sheet				
31.12.2022	–	162,241	1,939,983	2,102,224
31.12.2021	–	95,084	2,320,656	2,415,740
Impaired loans/receivables				
Consolidated	Gross debt amount	Estimated liquidation value of collateral	Net debt amount	Individual value adjustments
31.12.2022	171,333	110,708	60,625	56,149
31.12.2021	184,083	97,471	86,612	83,425

The difference between the net amount of impaired loans/receivables and the individual valuation adjustments results from a restrictive definition of collateral value and from taking into account debtors' solvency.

4.03 Breakdown of trading portfolios and other financial instruments at fair value (assets and liabilities)

(in CHF 1,000)

Assets	31.12.2022	31.12.2021
Trading portfolio assets		
Debt securities	610	–
<i>of which, listed</i>	610	–
Equity investments	41	113
Precious metals and commodities	50,465	53,731
Other trading portfolio assets	16	100
Total assets	51,132	53,944
<i>of which, based on an evaluation model</i>	–	–
<i>of which, collateral eligible for repos in accordance with liquidity requirements</i>	–	–
Amounts due to		
Trading portfolio liabilities		
Equity investments	–	–
Other trading portfolio liabilities	1,565	3,925
Total liabilities	1,565	3,925
<i>of which, based on an evaluation model</i>	–	–

4.04 Presentation of derivative financial instruments (assets and liabilities)

(in CHF 1,000)

		Trading instruments			Hedging instruments		
		Positive replacement values	Negative replacement values	Contract volume	Positive replacement values	Negative replacement values	Contract volume
Interest rate instruments	Swaps	511	127	33,190	816,407	574,859	17,451,161
	Options (OTC ¹)	2,386	2,386	57,529	–	1,363	200,000
Currencies / precious metals	Forward contracts	15,412	14,925	1,536,495	1,967	40,548	1,699,126
	Options (OTC ¹)	2,218	2,218	186,858	–	–	–

Total before netting agreements

31.12.2022	20,527	19,656	1,814,072	818,374	616,770	19,350,287
<i>of which, based on an evaluation model²</i>	4,604	4,604	244,386	–	1,363	200,000
31.12.2021	23,014	21,757	1,995,553	63,994	163,111	13,570,305
<i>of which, based on an evaluation model²</i>	8,510	8,510	231,959	56,614	135,283	11,731,294

¹ Over the counter.² including instruments, the evaluation of which is determined by a model populated essentially with market parameters.

		Positive replacement values (cumulative)	Negative replacement values (cumulative)
Total after netting agreements			
31.12.2022		12,355	9,438
31.12.2021		17,094	8,648

Breakdown by counterparty			
Positive replacement values after netting agreements			
	Compensation centres	Banks and securities firms	Other clients
	–	455	11,900

4.05 Breakdown of financial investments

(in CHF 1,000)

	Book value		Fair value	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Debt securities	2,106,831	1,904,660	1,988,185	1,924,090
<i>of which, intended to be held to maturity</i>	1,991,644	1,710,774	1,871,313	1,728,208
<i>of which, not intended to be held to maturity</i>	115,187	193,886	116,872	195,882
Equity investments	231,808	219,542	312,287	297,395
<i>of which, qualified participations¹</i>	29,332	28,424	29,332	28,424
Buildings & vehicles	547	574	547	574
Total	2,339,186	2,124,776	2,301,019	2,222,059
<i>of which, securities eligible for repo transactions in accordance with liquidity requirements</i>	1,871,360	1,630,948	1,759,781	1,645,953

¹ At least 10% of capital or votes.

Breakdown of counterparties by rating²

	AAA to AA-	A+ to A-	BBB to BBB-	BB+ to B-	Below B-	Without rating
Debt securities, book value	2,070,905	35,926	–	–	–	–

² The rating categories are based on the Standard & Poor's scale.

4.06 Presentation of participations

(in CHF 1,000)

	2022								
	Acquisition cost	Accumulated amortisation changes in book value (valuation using the equity method)	Book value at previous year end	Investments	Disposals	Depreciation	Changes in book value in the case of participations valued using the equity method/ depreciation reversals	Book value at current year end	Market value
Participations valued using the equity method									
without market value	19,308	8,583	27,891	1,869	–930	–	4,214	33,044	N/A
Other participations									
with market value	70	–	70	–	–4	–	–	66	66
without market value	38,149	–2,068	36,081	7	–	–	–	36,088	N/A
Total participations	57,527	6,515	64,042	1,876	–934	–	4,214	69,198	

4.07 Disclosure of companies in which the Bank holds a permanent direct or indirect significant participation

Company name and registered office	Business		Share capital (in CHF 1,000)	Share of capital (as %)	Share of votes (as %)	Held directly	Held indirectly
Full consolidation							
Banque Cantonale de Genève France SA, Lyon	Bank	EUR	30,000	100	100	X	
Rhône Saône Courtage Sàrl, Lyon	Real estate brokerage	EUR	10	100	100		X
Rhône Saône Léman SNC, Lyon	Real estate company	EUR	10	100	100		X
Rhône Saône Léman II SNC, Lyon	Real estate company	EUR	10	100	100		X
Capital Transmission SA, Geneva	Book value at previous year end	CHF	2,000	100	100	X	
Dimension SA, Lausanne	Valuing and selling companies	CHF	160	100	100	X	
Swiss Public Finance Solutions SA, Geneva	Financial advice	CHF	400	100	100	X	
Loyal Finance AG, Zurich ¹	Asset management	CHF	200	60	60	X	

¹ Contractually, BCGE has undertaken to hold 100% of the shares of Loyal Finance AG, after a four-year transition phase, i.e. during the second quarter of 2023.

Integration by the equity method

Compagnie Foncière Franco-Suisse SAS, Lyon	Real estate transactions	EUR	2,088	33.3	33.3		X
Compagnie Foncière du Saint Gothard SAS, Puteaux	Real estate transactions	EUR	12,075	33.3	33.3	X	
Investissements Fonciers SA, Lausanne	Institutional asset management	CHF	1,000	42.0	42.0	X	

Other participations

Centrale de lettres de gage des banques cantonales suisses SA, Zurich	Issue of mortgage bonds	CHF	2,225,000	5.9	5.9	X	
SIX Group Ltd, Zurich	Financial industry service provider	CHF	19,522	1.6	1.6	X	

4.08 Presentation of tangible fixed assets

(in CHF 1,000)

	Acquisition cost	Accumulated depreciation	Book value at the end of the previous period	2022			Book value at the end of the period under review
				Additions	Disinvestments	Depreciation	
Group buildings	131,578	-53,852	77,726	-	-	-2,631	75,095
Other real estate	26,432	-11,386	15,046	-	-	-529	14,517
Software developed internally or acquired separately	50,189	-28,488	21,701	7,630	-68	-11,485	17,778
Other tangible fixed assets	29,861	-15,650	14,211	10,433	-16	-3,703	20,925
Total tangible fixed assets	238,060	-109,376	128,684	18,063	-84	-18,348	128,315

4.09 Presentation of intangible assets

(in CHF 1,000)

	Acquisition cost	Accumulated depreciation	Book value at current year end	2022			Book value at current year end
				Additions	Disinvestments	Depreciation	
Goodwill	900	-465	435	-	-	-180	255
Other intangible assets	377	-110	267	-	-	-189	78
Total intangible assets	1,277	-575	702	-	-	-369	333

4.10 Breakdown of other assets and other liabilities

(in CHF 1,000)

	Other assets		Other liabilities	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Changes in replacement values of derivative financial instruments	-	62,805	252,183	-
Interest rate components of financial investments intended to be held to maturity but sold prior to maturity	329	389	212	444
Interest rate components of hedging transactions sold prior to maturity	73,999	62,285	109,217	71,204
Sub-total	74,328	125,479	361,612	71,648
Issuing / borrowing costs of bonds and mortgage-backed bonds of the CLG ¹ to be depreciated	1,234	1,391	-	-
Spread of penalties for early loan repayments	-	-	24,964	26,361
Operation of continuously linked settlement system under way	132,978	39,482	133,900	39,754
Other internal banking transactions	48,911	12,757	5,492	6,493
Indirect taxes	4,749	5,555	6,550	4,234
Total	262,200	184,664	532,518	148,490

¹ The Mortgage Bond Centre of the Swiss cantonal banks.

4.11 Disclosure of assets pledged or assigned to secure own commitments and of assets under reservation of ownership

(in CHF 1,000)

Assets pledged / assigned to	2022		2021	
	Book values	Effective commitments	Book values	Effective commitments
SNB	117,787	-	112,697	-
SIX Swiss Exchange (Swiss electronic stock exchange)	26,380	-	26,417	-
Mortgage Bond Centre of the Swiss cantonal banks: <i>nominal value of mortgage securities kept separately</i>	6,322,297	3,938,000	6,100,156	3,793,000

4.12 Disclosure of liabilities relating to own pension schemes

	Number		Value (in CHF 1,000)	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
As custodian bank	-	-	27,252	47,862
Negative replacement values	-	-	-	58
BCGE shares held by the Foundation	60,000	60,000	10,770	9,630

4.13 Disclosures on the economic position of own pension schemes

(in CHF 1,000)

a) Employer contribution reserves (ECR)

The BCGE Group did not record contribution reserves in its books, either during the period under review, or in the previous period.

b) Presentation of the economic benefit/obligation of the pension costs (in CHF 1,000)

	Overfunding/ underfunding at current year end ¹	Economic share of the Group		Change in economic interest (benefit/ obligation) versus previous year	Contributions paid for the current period	Pension expenses in personnel expenses	
		31.12.2022	31.12.2021			31.12.2022	31.12.2021
Pension schemes with overfunding	53,766	–	–	–	16,924	16,999	16,193

¹ The Pension Fund's audited annual accounts as at 31 December 2022 are not available. The surplus is based on the audited financial statements as at 31 December 2021.

The BCGE pension fund is the Group's main pension fund and covers all the employees of the parent company and the Swiss subsidiaries.

4.14 Presentation of the issued structured products

No positions were present on the closing date of the financial period under review or the previous financial period.

4.15 Presentation of outstanding mandatory bonds, convertible bonds and mortgage bonds

(in CHF 1,000)

		2022					
		Weighted average interest rate	Maturities	Amounts issued in foreign currencies	Amounts issued in CHF	Own bonds held	Book value in the balance sheet
CHF loan issued on 10.06.2015	Non-subordinated ¹	0.500%	10.06.24	–	150,000	–	150,000
CHF loan issued on 23.04.2019	Non-subordinated ¹	0.125%	23.04.26	–	120,000	–500	119,500
CHF loan issued on 16.03.2022	Non-subordinated ¹	0.625%	16.03.29	–	150,000	–	150,000
CHF loan issued on 9.12.2022	Non-subordinated ¹	1.875%	09.12.30	–	100,000	–12,540	87,460
AT1 type CHF long-term loan issued on 28.06.2017, cancelled on 24.10.2022 ³	Subordinated with PONV ² clause	2.000%	08.02.23	–	90,000	–3,455	86,545
Subordinated CHF loan issued on 28.06.2017	Subordinated ¹ with PONV ² clause	1.125%	28.06.27	–	110,000	–	110,000
AT1 type CHF long-term loan issued on 12.11.2019	Subordinated with PONV ² clause	1.875%	N/A	–	135,000	–	135,000
Total			–	–	855,000	–16,495	838,505
	Total non-subordinated	0.714%	–	–	520,000	–13,040	506,960
	Subordinated with PONV ² clause	1.662%	–	–	335,000	–3,455	331,545
Total 2022		1.086%	–	–	855,000	–16,495	838,505
Total 2021		0.804%			805,000	–755	804,245

¹ Loans that cannot be cancelled before maturity.

² Point of non-viability (PONV).

³ Since that date, this loan has no longer been taken into account in capital according to Basel III, at the request of our regulator.

Overview of maturities of bonds outstanding	2022						Total
	Within 1 year	More than 1 year and less than 2 years	More than 2 years and less than 3 years	More than 3 years and less than 4 years	More than 4 years and less than 5 years	More than 5 years	
Bonds (nominal) 2022	90,000	150,000	–	120,000	110,000	385,000	855,000
Bonds (according to the balance sheet) 2022	86,545	150,000	–	119,500	110,000	372,460	838,505
Bonds (according to the balance sheet) 2021	200,000	–	150,000	–	119,500	334,745	804,245
	2022	2021					
Loans from central mortgage institution	3,938,000	3,793,000					

4.16 Presentation of valuation adjustments and provisions, reserves for general banking risks and changes therein during the current year

(in CHF 1,000)

	At previous year end	Use in conformity with designated purpose	Reclassifications	Currency differences	Past due interest recoveries	New creations charged to income	Releases to income	At current year end
Provisions for default risks ¹	4,094	-530	-	-24	876	1,147	-2,386	3,177
<i>of which, provisions for inherent default risks of off-balance sheet transactions</i>	<i>3,060</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>270</i>	<i>-1,030</i>	<i>2,300</i>
Provisions for other business risks	1,100	-1,587	-	-	160	1,427	-	1,100
Other provisions	1,168	-78	-	-16	-	526	-41	1,559
Total provisions	6,362	-2,195	-	-40	1,036	3,100	-2,427	5,836
Reserves for general banking risks ²	250,000	-	-	-	-	20,000	-	270,000
Valuation adjustments for default and country risks	117,795	-34,109	-	-881	2,236	10,241	-4,893	90,389
<i>of which, valuation adjustments for default risks in respect of impaired loans / receivables</i>	<i>83,575</i>	<i>-34,109</i>	<i>-</i>	<i>-881</i>	<i>2,236</i>	<i>10,221</i>	<i>-4,893</i>	<i>56,149</i>
<i>of which, valuation adjustments for inherent default risks</i>	<i>34,220</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>20</i>	<i>-</i>	<i>34,240</i>

¹ Valuation adjustments for inherent default risks were made on the financial investments portfolio for a total amount of CHF 480,000. See comment in note 4.36 on page 159.

² The creation or release of reserves for general banking risks are not subject to tax on income.

4.17 Presentation of the Bank's share capital

(in CHF 1,000)

	31.12.2022			31.12.2021		
	Total book value	Number of shares	Capital eligible for dividend	Total book value	Number of shares	Capital eligible for dividend
Share capital						
Registered shares of CHF 50	360,000	7,200,000	360,000	360,000	7,200,000	360,000
Share capital	360,000	7,200,000	360,000	360,000	7,200,000	360,000
<i>of which, fully paid up</i>	<i>360,000</i>	<i>7,200,000</i>	<i>360,000</i>	<i>360,000</i>	<i>7,200,000</i>	<i>360,000</i>
Total Share capital	360,000	7,200,000	360,000	360,000	7,200,000	360,000

4.18 Number and value of equity securities or options on equity securities held by all executives and directors and by employees, and disclosures of any employee participation schemes

	Number Equity securities		Value (in CHF 1,000) Equity securities	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Members of the Board of Directors ¹	1,278	1,332	214	213
Members of the executive bodies ^{2,3}	7,905	6,827	1,415	1,143
Employees ⁴	26,174	17,965	4,376	2,898
Total	35,357	26,124	6,005	4,254

¹ Number of bonus shares issued during the financial period.

² Paid in 2023 based on 2022 results.

³ Amounts calculated on the basis of a closing share price on 31.12.2022 of CHF 179.5 (at 31.12.2021 CHF 160.5).

⁴ The variable remuneration components have not yet been paid to employees, who have not been able to exercise their rights.

No options on the participation rights have been granted to the members of the Board of Directors or of the Executive Board, or to employees.

The contractual conditions for the attribution of the various plans are explained in section 5 of Shareholder information and corporate governance, on page 83. Plans associated with the remuneration of the ordinary variable component, and which are part of the profit-sharing plan at the time of share purchase, are subject to a moratorium of between 5 and a maximum of 10 years, as the beneficiary chooses. The other profit-sharing plans are subject to a moratorium of 5 years.

4.19 Disclosure of amounts due from/to related parties

(in CHF 1,000)

Amounts due from / to	Amounts due from		Amounts due to	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Holders of qualified participations	68,044	184,247	227,609	19,433
Group companies	9,759	8,391	2,147	2,140
Affiliates	1,520,494	1,537,049	336,218	325,085
Transactions with members of governing bodies	4,075	4,988	4,500	2,247
Other related parties	34	4	27,252	47,920

Possible amounts due from / to	Amounts due from		Amounts due to	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Holders of qualified participations	–	–	50	50
Group companies	–	–	–	–
Affiliates	–	–	26,033	25,501
Transactions with members of governing bodies	–	–	–	–
Other related parties	–	–	–	–

Amounts due from affiliates (mortgages) and amounts due to affiliates (current accounts) mainly relate to property development foundations created under public law of the State of Geneva.

Loans to officers of the Bank are mainly mortgage loans granted to directors and members of the Executive Board. Members of the Executive Board benefit from the same conditions as those granted to the Bank's employees, but members of the Board of Directors do not.

Loans and liabilities in respect of qualifying persons result from banking transactions executed at conditions granted to public bodies, which may be subject to significant fluctuations from one financial year to the next.

4.20 Disclosure of holders of significant participations

	31.12.2022		31.12.2021	
	Nominal	Share as %	Nominal	Share as %
Single registered shares				
State of Geneva	159,385,750	44.3	159,385,750	44.3
City of Geneva	75,132,300	20.9	75,132,300	20.9
44 Geneva municipalities	26,732,450	7.4	26,732,450	7.4
Sub-total, public authorities	261,250,500	72.6	261,250,500	72.6
CPEG– State of Geneva Pension Fund	21,440,000	6.0	21,440,000	6.0
Other shareholders ¹	77,309,500	21.4	77,309,500	21.4
Total	360,000,000	100.0	360,000,000	100.0

¹ No other shareholder holds more than 5% of the single type of registered share.

4.21 Disclosure of own shares and composition of equity capital

Own shares

BCGE shares	Situation as at 01.01.2022	106,765
	Purchases	22,130
	Sales	45,307
	As at 31.12.2022	83,588
Average transaction price (average market value) in CHF		167.7
Shares held by its pension fund		60,000

Own shares were traded at market prices. The proceeds from the sale of own shares were credited to the capital reserve.

4.22 Disclosures in accordance with the Ordinance against Excessive Compensation with respect to Listed Stock Corporations and Art. 663b^{bis} CO for banks whose equity securities are listed

See section 4.22 of the parent company accounts, page 152.

4.23 Presentation of the maturity structure of financial instruments

(in CHF 1,000)

	Due							Total
	At sight	Termination	Within 3 months	Within 3 to 12 months	Within 12 months to 5 years	After 5 years	No maturity	
Assets / financial instruments								
Liquid assets	6,715,699	–	–	–	–	–	–	6,715,699
Amounts receivable from banks	152,315	19	634,363	375,655	422	–	–	1,162,774
Amounts due from securities financing transactions	–	–	718,692	–	–	–	–	718,692
Amounts due from clients	910,757	317,252	1,351,749	400,584	1,502,086	996,511	–	5,478,939
Mortgage loans	2,709	2,299,215	646,002	608,261	3,529,029	5,960,479	–	13,045,695
Trading portfolio assets	51,132	–	–	–	–	–	–	51,132
Positive replacement values of derivative financial instruments	12,355	–	–	–	–	–	–	12,355
Financial investments	247,022	–	30,482	244,906	868,688	947,541	547	2,339,186
Total								
31.12.2022	8,091,989	2,616,486	3,381,288	1,629,406	5,900,225	7,904,531	547	29,524,472
31.12.2021	8,069,850	2,282,899	2,815,280	1,282,439	5,655,408	7,770,615	573	27,877,064
Debt capital / financial instruments								
Amounts due to banks	463,110	57,624	2,285,120	319,919	–	–	–	3,125,773
Liabilities arising from securities financing transactions	–	–	18,490	–	–	–	–	18,490
Amounts due in respect of client deposits	12,069,214	6,063,052	1,167,666	140,889	5,997	–	–	19,446,818
Trading portfolio liabilities	1,565	–	–	–	–	–	–	1,565
Negative replacement values of derivative financial instruments	9,438	–	–	–	–	–	–	9,438
Cash bonds	–	–	–	50	690	–	–	740
Bond issues and central mortgage institution loans	–	–	10,000	309,000	1,484,500	2,973,005	–	4,776,505
Total								
31.12.2022	12,543,327	6,120,676	3,481,276	769,858	1,491,187	2,973,005		27,379,329
31.12.2021	11,952,573	5,959,874	2,426,911	1,625,172	1,375,240	2,861,745		26,201,515

4.24 Presentation of assets and liabilities by domestic and foreign origin in accordance with the domicile principle

(in CHF 1,000)

	2022		2021	
	Switzerland	Foreign	Switzerland	Foreign
Assets				
Liquid assets	6,685,443	30,256	6,438,527	29,436
Amounts receivable from banks	584,059	578,715	384,674	473,113
Amounts due from securities financing transactions	718,692	–	–	–
Amounts due from clients	3,412,343	2,066,596	3,593,123	2,096,485
Mortgage loans	12,696,536	349,159	12,316,147	349,745
Trading portfolio assets	51,119	13	53,927	17
Positive replacement values of derivative financial instruments	11,317	1,038	12,333	4,761
Financial investments	2,006,209	332,977	1,841,233	283,543
Accrued expenses and deferred income	44,719	5,177	35,808	2,727
Participations	44,958	24,240	45,139	18,903
Tangible fixed assets	124,604	3,711	123,990	4,694
Intangible assets	333	–	702	–
Other assets	260,276	1,924	182,921	1,743
Total assets	26,640,608	3,393,806	25,028,524	3,265,167
Liabilities				
Amounts due to banks	901,140	2,224,633	1,026,816	2,167,610
Liabilities arising from securities financing transactions	18,490	–	163,064	–
Amounts due in respect of client deposits	15,788,830	3,657,988	14,084,710	4,148,694
Trading portfolio liabilities	1,521	44	3,925	–
Negative replacement values of derivative financial instruments	2,427	7,011	530	8,118
Cash bonds	740	–	803	–
Bond issues and central mortgage institution loans	4,776,505	–	4,597,245	–
Accrued expenses and deferred income	128,234	4,846	105,222	4,880
Other liabilities	531,000	1,518	145,880	2,610
Provisions	5,520	316	6,030	332
Reserves for general banking risks	270,000	–	250,000	–
Share capital	360,000	–	360,000	–
Capital reserve	299,171	–	306,764	–
Retained earnings reserve	921,818	–	827,544	–
Own shares	–14,292	–	–18,287	–
Currency translation reserve	–29,467	–	–24,442	–
Minority interests in equity capital	471	–	409	–
Profit/loss (result of the period)	175,950	–	125,234	–
Total liabilities	24,138,058	5,896,356	21,961,447	6,332,244

4.25 Breakdown of total assets by country or group of countries (domicile principle)

(in CHF 1,000)

	2022		2021	
	Absolute	Share as %	Absolute	Share as %
Assets				
Europe • France	1,862,789	6.3	1,868,192	6.5
• Luxembourg	190,546	0.6	174,714	0.6
• United Kingdom	127,302	0.4	100,313	0.4
• Germany	120,868	0.4	143,326	0.5
• Turkey	108,726	0.4	89,702	0.3
• Other European countries	260,941	0.9	130,998	0.5
Singapore	157,453	0.5	78,861	0.3
United States and Canada	69,796	0.2	156,394	0.6
Other	495,385	1.6	522,667	1.8
Assets held abroad	3,393,806	11.3	3,265,167	11.5
Switzerland	26,640,608	88.7	25,028,524	88.5
Total assets	30,034,414	100.0	28,293,691	100.0

4.26 Breakdown of total assets by credit rating of country groups (risk domicile view)

(in CHF 1,000)

	Net foreign exposure/current year-end		Net foreign exposure/preceding year-end	
	Absolute	Share as %	Absolute	Share as %
Rating category (according to SERV¹, Swiss insurance against export risks)				
0/Hi	2,920,923	74.1	2,854,073	85.0
1	8	0.0	10	0.0
2	86,199	2.2	127,590	3.8
3	31,830	0.8	20,328	0.6
4	28,231	0.7	4,766	0.1
5 and 6	301,689	7.6	246,716	7.4
7	29,776	0.8	11,823	0.4
Total unrated	544,008	13.8	91,318	2.7
Total	3,942,664	100.0	3,356,624	100.0

¹ The SERV rating is recognised by FINMA.

4.27 Presentation of assets and liabilities broken down by the most significant currencies for the Bank

(in CHF 1,000)

	Currencies					
	CHF	EUR	USD	GBP	OTHER	METALS
Assets						
Liquid assets	6,632,606	80,112	1,684	467	830	–
Amounts receivable from banks	361,689	95,526	654,636	5,976	18,196	26,751
Amounts due from securities financing transactions	662,000	19,712	36,980	–	–	–
Amounts due from clients	2,505,594	1,790,015	1,157,279	7,599	18,275	177
Mortgage loans	12,859,079	181,439	5,177	–	–	–
Trading portfolio assets	650	1	–	16	–	50,465
Positive replacement values of derivative financial instruments	12,355	–	–	–	–	–
Financial investments	1,989,962	172,992	166,771	2,383	7,078	–
Accrued expenses and deferred income	44,719	5,177	–	–	–	–
Participations	51,672	17,366	160	–	–	–
Tangible fixed assets	124,604	3,711	–	–	–	–
Intangible assets	333	–	–	–	–	–
Other assets	127,229	1,923	114,502	18,402	144	–
Total assets shown in balance sheet	25,372,492	2,367,974	2,137,189	34,843	44,523	77,393
Delivery entitlements from spot exchange, forward forex and forex options transactions	606,351	887,762	1,735,912	135,413	35,001	22,039
Total assets	25,978,843	3,255,736	3,873,101	170,256	79,524	99,432
Liabilities						
	CHF	EUR	USD	GBP	OTHER	METALS
Amounts due to banks	625,611	637,786	1,750,415	77,053	3,183	31,725
Liabilities arising from securities financing transactions	–	–	18,490	–	–	–
Amounts due in respect of client deposits	16,060,027	1,525,658	1,728,202	57,139	44,870	30,922
Trading portfolio liabilities	28	258	1,273	–	6	–
Negative replacement values of derivative financial instruments	9,438	–	–	–	–	–
Cash bonds	740	–	–	–	–	–
Bond issues and central mortgage institution loans	4,776,505	–	–	–	–	–
Accrued expenses and deferred income	127,494	5,586	–	–	–	–
Other liabilities	523,492	7,810	555	1	660	–
Provisions	5,836	–	–	–	–	–
Reserves for general banking risks	270,000	–	–	–	–	–
Share capital	360,000	–	–	–	–	–
Capital reserve	299,171	–	–	–	–	–
Retained earnings reserve	921,818	–	–	–	–	–
Own shares	–14,292	–	–	–	–	–
Currency translation reserve	–29,467	–	–	–	–	–
Minority interests in equity capital	471	–	–	–	–	–
Profit/loss (result of the period)	175,950	–	–	–	–	–
Total liabilities shown in the balance sheet	24,112,822	2,177,098	3,498,935	134,193	48,719	62,647
Delivery obligations from spot exchange, forward forex and forex options transactions	2,014,673	966,839	371,363	36,162	29,796	36,608
Total liabilities	26,127,495	3,143,937	3,870,298	170,355	78,515	99,255
Net position per currency 2022	–148,652	111,799	2,803	–99	1,009	177
Net position per currency 2021	–114,820	90,055	3,649	37	1,343	374

4.28 Breakdown and explanation of contingent assets and liabilities

(in CHF 1,000)

	2022	2021
Guarantees to secure credits and similar	42,174	47,134
Guarantees to provide guarantees and similar	53,311	41,484
Irrevocable commitments arising from documentary letters of credit	818,361	1,238,955
Other contingent liabilities	700	700
Total contingent liabilities	914,546	1,328,273

Irrevocable commitments are linked mainly with the trade finance credit business and with commodities pricing.

4.29 Breakdown of credit commitments

(in CHF 1,000)

	2022	2021
Commitments arising from deferred payments	114,811	117,903
Liabilities arising from acceptances	–	–
Total credit commitments	114,811	117,903

4.30 Breakdown of fiduciary transactions

(in CHF 1,000)

	2022	2021
Fiduciary investments with third-party companies	178,412	50,280
Total fiduciary transactions	178,412	50,280

4.31 Breakdown of managed assets and presentation of their development

In accordance with FINMA circular 2020/1 margin no. 229, the Bank is not obliged to publish this schedule.

4.32 Breakdown of the trading activities results and the fair value option

(in CHF 1,000)

	2022	2021
Trading result from		
Interest rate instruments (including funds)	97	119
Equity securities (including funds)	–27	–7
Currencies	36,766	33,297
Commodities/precious metals	948	626
Total trading income	37,784	34,035

4.33 Disclosure of material refinancing income under the item Interest and discount income as well as material negative interest

(in CHF 1,000)

	2022	2021
Negative interest		
Negative interest on lending business (reduction in interest income)	-2,929	-5,733
Negative interest in borrowing (reduction in interest expense)	11,625	19,482

The Group does not deduct financing costs from trading positions.

4.34 Breakdown of personnel expenses

(in CHF 1,000)

	2022	2021
Salaries (attendance fees and fixed compensation to members of the Group's governing bodies, salaries and benefits)	128,118	123,911
<i>of which, expenses relating to share-based compensation and alternative forms of variable compensation</i>	5,812	3,425
Social insurance benefits	31,402	30,112
Other personnel expenses	4,917	5,074
Total personnel costs	164,437	159,097

4.35 Breakdown of the other operating charges

(in CHF 1,000)

	2022	2021
Office space expenses	11,436	10,198
Expenses for information and communications technology	40,493	39,479
Expenses for vehicles, equipment, furniture and other fixtures, as well as operating lease expenses	255	238
Fees of audit firms	860	924
<i>of which, for financial and regulatory audits</i>	833	811
<i>of which, for other services</i>	27	113
General and administrative expenses	43,810	44,060
Total other operating expenses	96,854	94,899

4.36 Explanations regarding material losses, extraordinary income and expenses, as well as material releases of hidden reserves, reserves for general banking risks, and value adjustments and provisions no longer required

Following changes in risks, the Group has adjusted provisions for these new circumstances.

Since 2010, BCGE had been engaged in litigation with a provider regarding a dispute about various services and the way they were invoiced. This dispute was successfully resolved at the end of 2022 and generated a profit for the Bank and the Group.

4.37 Disclosure of and reasons for revaluations of investments and tangible fixed assets up to the acquisition value

The Group has not revalued its participations or tangible assets.

4.38 Presentation of the operating result broken down according to domestic and foreign origin, according to the principle of permanent establishment

(in CHF 1,000)

	2022		2021	
	Switzerland	Foreign	Switzerland	Foreign
Result from interest operations				
Interest and discount income	284,452	22,014	226,487	23,316
Interest and dividend income from trading portfolios	60	–	40	–
Interest and dividends from financial investments	5,640	1	4,558	–
Interest expenses	–20,595	–213	–4,375	750
Gross result from interest operations	269,557	21,802	226,710	24,066
Changes in value adjustments for default risks and losses from interest operations	–4,539	–809	–21,142	–1,724
Subtotal net result from interest operations	265,018	20,993	205,568	22,342
Result from commission business and services				
Commission income from securities trading and investment activities	59,193	1,442	63,706	1,549
Commission income from lending activities	39,421	4,625	39,048	4,680
Commission income from other services	39,194	1,161	35,672	1,337
Commission expenses	–12,295	8	–9,988	40
Subtotal result from commission business and services	125,513	7,236	128,438	7,606
Result from trading activities and the fair value option				
Subtotal result from trading activities and the fair value option	37,784	–	34,035	–
Other ordinary income				
Income from sale of financial investments	10,394	–	25,801	–
Income from participations	5,270	5,778	5,896	2,346
Result from real estate	1,104	–	1,246	–
Other ordinary income	7,830	–	6,943	–
Other ordinary expenses	–11,253	–	–981	–
Subtotal other results from ordinary activities	13,345	5,778	38,905	2,346
Total operating income	441,660	34,007	406,946	32,294
Operating expenses				
Personnel expenses	–155,586	–8,851	–150,458	–8,639
General and administrative expenses	–90,271	–6,583	–88,939	–5,960
Subtotal operating expenses	–245,857	–15,434	–239,397	–14,599
Value adjustments on participations, depreciation and amortisation of tangible fixed assets and intangible assets	–17,737	–980	–16,447	–400
Changes to provisions and other value adjustments and losses	–673	–	6,258	–346
Operating profit	177,393	17,593	157,360	16,949

4.39 Presentation of current taxes, deferred taxes, and disclosure of tax rate

(in CHF 1,000)

	Rate in % ¹	2022	Rate in % ¹	2021
Current tax				
Banque Cantonale de Genève	17.1%	30,145	16.1%	25,354
Banque Cantonale de Genève France SA	26.1%	3,430	25.7%	4,142
Various ²	–	24	–	3
Deferred taxes	25.0%	20	33.3%	–411
Total		33,619		29,088

¹ Weighted average rate used on the basis of the operating result.

² The other Group companies do not have a significant tax item.

4.40 Disclosures and explanations of the earnings per equity security

(in CHF 1,000)

	31.12.2022	31.12.2021
Net earnings to be allocated to the shareholders	175,950	125,234

Registered shares

Average number of shares in circulation	7,200,000	7,200,000
Earnings per share (in CHF)	24.44	17.39

Banque Cantonale de Genève has no outstanding transactions that might dilute its profits per share.

5. Presentation of the cash flow statement

Consolidated

(in CHF 1,000)

	2022		2021	
	Sources	Cash outflow	Sources	Cash outflow
Cash flow from operating income (internal financing)				
Result of the period	175,950	–	125,234	–
Change in reserves for general banking risks	20,000	–	20,000	–
Value adjustments on participations, depreciation and amortisation of tangible fixed assets and intangible assets	18,717	–	16,847	–
Provisions and other value adjustments	391	–	–	6,583
Changes in value adjustments for default risk and losses	–	917	–	–
Accrued income and prepaid expenses	–	11,361	–	1,404
Accrued expenses and deferred income	22,978	–	12,254	–
Other positions	306,492	–	92,019	–
Previous year's dividend	–	32,400	–	27,000
Special allocation to the State of Geneva	–	6,480	–	5,400
Subtotal	–	493,370	–	225,967
Cash flows from transactions relating to equity				
Recognised in reserves	–	4,636	–	4,498
Change in own equity securities	3,995	–	2,545	–
Subtotal	641	–	1,953	–
Cash flow from transactions in respect of participations, tangible fixed assets and intangible assets				
Participations	–	5,156	–	11,096
Other tangible fixed assets	–	17,979	–	24,472
Intangible assets	–	–	–	377
Subtotal	23,135	–	35,945	–
Cash flow from banking activities				
Medium- and long-term transactions (more than 1 year)				
Amounts due to banks	–	–	–	–
Amounts due in respect of client deposits	5,997	–	–	299
Cash bonds	–	63	–	297
Bonds	34,260	–	90	–
Central mortgage institution loans	145,000	–	106,000	–
Amounts receivable from banks	–	24	–	179
Amounts due from clients	6,068	–	11,858	–
Mortgage loans	–	379,803	–	660,285
Financial investments	–	100,449	118,287	–
Short-term transactions				
Amounts due to banks	–	68,653	–	191,551
Liabilities arising from securities financing transactions	–	144,574	–	654,361
Amounts due in respect of client deposits	1,207,417	–	1,349,932	–
Trading portfolio liabilities	–	2,360	3,414	–
Negative replacement values of derivative financial instruments	790	–	–	3,914
Amounts receivable from banks	–	304,963	–	125,187
Amounts due from securities financing transactions	–	718,692	–	–
Amounts due from clients	204,601	–	–	114,312
Trading portfolio assets	2,812	–	–	215
Positive replacement values of derivative financial instruments	4,739	–	–	1,141
Financial investments	–	113,961	–	32,306
Liquidity				
Liquid assets	–	247,736	6,397	–
Subtotal	469,594	–	188,069	–
Total balances	493,370	493,370	225,967	225,967

Statutory Auditor's Report

To the General Meeting of Banque Cantonale de Genève, Genève

Report on the financial statements

Audit opinion

We have audited the financial statements of Banque Cantonale de Genève (“the Bank”), which comprise the balance sheet as at 31 December 2022, the income statement and the statement of changes in equity for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 141 to 161) as at 31 December 2022 comply with Swiss law and the company's articles of incorporation.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the “Auditor's responsibilities for the audit of the financial statements” section of our report.

We are independent of the Bank in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Value adjustments for default risks on amounts due from clients and mortgage loans

 Risk level similar to previous year



Key audit matters

The book values of amounts due from clients and mortgage loans amount respectively to CHF 4,638 mio and CHF 13,046 mio (total of balance sheet of CHF 29,804 mio).

These amounts are presented net of value adjustments of CHF 75 mio including a value adjustment for inherent risks (CHF 29 mio). The estimated value adjustments are based on internal regulations. The value adjustments include an inherent part of significant judgement from Management. Considering the amounts due from clients and mortgage loans, the value adjustments for default risks are considered as a key audit matter.

Please refer to pages 109 to 112 and to note 4.02 of the notes to the financial statements on page 145 for further information.

Our audit response

We verified and tested the key controls relating to the credit activity, in particular the processes for granting credits, the monitoring of credits, the assessment of value adjustments for default risks (provisioning rules) and the controls relating to the determination of value adjustments for inherent default risks. We considered the results of our tests on key controls to define our detailed procedures.

Furthermore, we tested on a sample:

- The different types of credit (mortgage, commercial and Global Commodity Finance), including those that had not been identified as eligible for value adjustment, in order to form our own opinion and to evaluate the need of an impairment and whether it has been properly recognised;
- Assumptions retained for the value adjustments;
- Credits which are closely monitored due to higher risks of default but not yet adjusted;
- The judgement level applied and approval of value adjustments in accordance with internal authorization rules;
- The opinions of external law firms consulted in the context recovery files;
- The correct booking of the value adjustments.

Based on our procedures performed, we have collected sufficient appropriate audit evidences in order to cover the risk of valuation of value adjustments for default risks.

Valuation of the provisions for legal risks

 Risk level lower than previous year



Key audit matters

Due to its activity of universal and cantonal bank involving a significant number of clients, the Bank is exposed to legal risks. A list of litigation cases, procedures and prosecutions is established by Management. The valuation of those provisions includes an inherent part of judgement from Management.

Please refer to page 113 and to note 4.16 to the financial statements on page 150 for further information.

Our audit response

We tested the adequacy of the design and the implementation of key controls for legal risks regarding the identification, the valuation of provisions and the proper recording of related provisions.

We considered the results of our tests on key controls to define our detailed procedures below:

- Review of the list of litigation cases, procedures and prosecutions established by Management;
- Review of the assumptions used by Management for the estimation of the level of provision of the significant cases and discuss them with Management and Head of Legal;
- Sending confirmations requests to the external lawyers consulted in connection with litigation or potential litigation;
- Test the proper recording of these provisions.

Based on the procedures performed, we have collected sufficient appropriate audit evidences to cover the risk of valuation of the provisions for legal risks.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the financial statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Bank's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Bank or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on EXPERTsuisse's website at: <https://www.expertsuisse.ch/en/audit-report>. This description forms an integral part of our report.

Report on other legal and regulatory requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Furthermore, we confirm that the proposed appropriation of available earnings complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

Deloitte SA



Alexandre Buga
Licensed Audit Expert
Auditor in charge



Vida Gratteau
Licensed Audit Expert

Geneva, 27 February 2023

2022 financial statements and notes, parent company

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1. BCGE balance sheet items and off-balance-sheet transactions

Parent company

Assets	Notes	31.12.2022 in CHF 1,000	31.12.2021 in CHF 1,000	Change in CHF 1,000
Liquid assets	4.23	6,692,591	6,450,913	241,678
Amounts receivable from banks	4.23	1,855,445	1,603,467	251,978
Amounts due from securities financing transactions	4.23	718,692	–	718,692
Amounts due from clients	4.23	4,637,910	4,818,462	–180,552
Mortgage loans	4.23	13,045,695	12,665,892	379,803
Trading portfolio assets	4.03	51,119	53,927	–2,808
Positive replacement values of derivative financial instruments	4.04	12,455	17,094	–4,639
Financial investments	4.05	2,265,224	2,050,589	214,635
Accrued expenses and deferred income		43,843	35,164	8,679
Participations	4.06	96,010	94,903	1,107
Tangible fixed assets	4.08	124,570	123,962	608
Intangible assets	4.09	78	267	–189
Other assets	4.10	260,259	182,355	77,904
Total assets	4.25	29,803,891	28,096,995	1,706,896
Total subordinated claims		5,948	4,614	1,334
<i>of which, subject to mandatory conversion and/or debt waiver</i>		–	–	–
Liabilities				
Amounts due to banks	4.23	3,089,611	3,178,095	–88,484
Liabilities arising from securities financing transactions	4.23	18,490	163,064	–144,574
Amounts due in respect of client deposits	4.23	19,349,485	18,139,842	1,209,643
Trading portfolio liabilities	4.03	1,565	3,925	–2,360
Negative replacement values of derivative financial instruments	4.04	9,485	9,076	409
Cash bonds	4.23	740	803	–63
Bond issues and central mortgage institution loans	4.15	4,776,505	4,597,245	179,260
Accrued expenses and deferred income		127,727	104,875	22,852
Other liabilities	4.10	530,918	145,823	385,095
Provisions	4.16	5,300	6,190	–890
Reserves for general banking risks	4.16	270,000	250,000	20,000
Share capital	4.17	360,000	360,000	–
Statutory capital reserve		289,290	297,210	–7,920
<i>of which, tax-exempt capital contribution reserve</i>		158,592	166,512	–7,920
Statutory retained earnings reserve		828,080	745,833	82,247
Own shares		–14,292	–18,287	3,995
Profit carried forward/loss carried forward		421	728	–307
Profit/loss (result of the period)		160,566	112,573	47,993
Total liabilities	4.25	29,803,891	28,096,995	1,706,896
Total subordinated liabilities	4.15	331,545	334,745	–3,200
<i>of which, subject to mandatory conversion and/or debt waiver</i>	4.15	245,000	334,745	–89,745
Off-balance sheet transactions				
Contingent liabilities	4.28	882,711	1,299,105	–416,394
Irrevocable commitments	4.02	817,644	794,218	23,426
Commitments to free up and execute additional transfers	4.02	304,085	238,120	65,965
Approved credit line	4.29	114,811	117,903	–3,092

2. Profit and loss account items

Parent company

	Notes	31.12.2022 in CHF 1,000	31.12.2021 in CHF 1,000	Change in CHF 1,000
Result from interest operations				
Interest and discount income	4.33	283,582	226,262	57,320
Interest and dividend income from trading portfolios		58	40	18
Interest and dividends from financial investments		4,282	4,138	144
Interest expenses		-19,563	-3,791	-15,772
Gross result from interest operations		268,359	226,649	41,710
Changes in value adjustments for default risks and losses from interest operations	4.16	-4,485	-19,953	15,468
Subtotal net result from interest operations		263,874	206,696	57,178
Result from commission business and services				
Commission income from securities trading and investment activities		57,425	61,755	-4,330
Commission income from lending activities		39,158	39,048	110
Commission income from other services		38,868	34,560	4,308
Commission expenses		-12,287	-9,947	-2,340
Subtotal result from commission business and services		123,164	125,416	-2,252
Result from trading activities and the fair value option				
Subtotal result from trading activities and the fair value option	4.32	38,061	34,329	3,732
Other ordinary income				
Income from sale of financial investments		9,038	25,637	-16,599
Income from participations		5,554	7,003	-1,449
Result from real estate		1,104	1,246	-142
Other ordinary income		7,413	7,133	280
Other ordinary expenses		-11,191	-1,113	-10,078
Subtotal other results from ordinary activities		11,918	39,906	-27,988
Total operating income		437,017	406,347	30,670
Operating expenses				
Personnel expenses	4.34	-153,443	-148,051	-5,392
General and administrative expenses	4.35	-88,400	-87,380	-1,020
Subtotal operating expenses		-241,843	-235,431	-6,412
Value adjustments on participations, depreciation and amortisation of tangible fixed assets and intangible assets	4.36	-17,767	-19,111	1,344
Changes to provisions and other value adjustments and losses	4.16	-1,279	6,109	-7,388
Operating profit		176,128	157,914	18,214
Extraordinary income	4.36	34,583	13	34,570
Extraordinary expenses	4.36	-	-	-
Change in reserves for general banking risks	4.16	-20,000	-20,000	-
Taxes	4.39	-30,145	-25,354	-4,791
Profit/loss (result of the period)		160,566	112,573	47,993

3. Statement of shareholders' equity

Parent company

(in CHF 1,000)

	Share capital	Statutory capital reserve	Statutory retained earnings reserve	Reserves for general banking risks	Profit brought forward	Own shares (negative item)	Result of the period	Total
Equity at start of current period	360,000	297,210	745,833	250,000	728	-18,287	112,573	1,748,057
Acquisition of own shares						-3,739		-3,739
Disposal of own shares						7,572		7,572
Profit/(loss) from the disposal of own shares			-162			162		-
Dividends and other distribution			489				-32,400	-31,911
Special allocation to the State of Geneva (20% of the dividend paid)							-6,480	-6,480
Other allocations to (transfers from) the reserves for general banking risks				20,000				20,000
Other allocations to (transfers from) the other reserves		-7,920	81,920		-307		-73,693	-
Profit/loss (result of the period)							160,566	160,566
Equity at end of current period	360,000	289,290	828,080	270,000	421	-14,292	160,566	1,894,065

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Summary presentation

Parent company

1. Registered name, legal form, registered office and goal

Banque Cantonale de Genève (hereafter BCGE) is a limited company established by public law according to Art. 763 of the Swiss Code of Obligations. It has the status of a cantonal bank as defined by the Federal Banking Act.

The Bank was registered in the Geneva Trade Register on 17 December 1993 and conducts its business under the registered name of "Banque Cantonale de Genève SA".

The registered office and management of the Bank are in Geneva.

Activity report

The business of the Bank and its outsourced activities are described in the notes to the consolidated accounts.

Staff numbers	31.12.2022	31.12.2021
Full-time equivalents	799.20	758.15
Headcount	848.00	807.00

2. Accounting and valuation principles

The financial statements of the parent company are drawn up according to Group principles with the exception of the restatement of certain items to present a true and fair representation of the consolidated financial statements, principally the treatment of BCGE bonds and treasury shares.

In addition, companies within the scope of consolidation, as set out on page 108, under section 2 of the summary presentation of the consolidated financial statements, are valued at the acquisition cost less depreciation where judged appropriate.

3. Change in accounting principles

There has been no change in accounting principles.

4. Risk management

With regard to comments about risk control, readers are referred to section 3 (pages 110-113) of the summary presentation of the consolidated financial statements.

4. Details relating to the items in the notes to the annual financial statements

Parent company

4.01 Breakdown of securities financing transactions (assets and liabilities)

The parent company figures are identical to the consolidation figures because only the parent company handles these transactions. See section 4.01 of the consolidated summary presentation, on page 114.

4.02 Presentation of collateral for loans/receivables and off-balance-sheet transactions, as well as impaired loans/receivables

(in CHF 1,000)

	Type of collateral			Total
	Secured by mortgage	Other collateral	Unsecured	
Loans (before netting with value adjustments)				
Amounts due from clients	347,863	961,794	3,386,070	4,695,727
Mortgage loans	13,062,408	–	–	13,062,408
<i>Residential property</i>	10,901,815	–	–	10,901,815
<i>Office and business premises</i>	1,552,358	–	–	1,552,358
<i>Commercial and industrial premises</i>	442,292	–	–	442,292
<i>Other</i>	165,943	–	–	165,943
Total loans (before netting with value adjustments)				
31.12.2022	13,410,271	961,794	3,386,070	17,758,135
31.12.2021	13,046,714	1,093,006	3,445,736	17,585,456
Total loans (after netting with valuation adjustments)				
31.12.2022	13,393,558	952,431	3,337,616	17,683,605
31.12.2021	13,028,971	1,082,946	3,372,437	17,484,354
Off-balance sheet				
Contingent liabilities	–	55,844	826,867	882,711
Irrevocable commitments	–	39,373	778,271	817,644
Commitments related to additional payments and further contributions for shares	–	79,155	224,930	304,085
Approved credit line	–	5,953	108,858	114,811
Total off-balance sheet				–
31.12.2022	–	180,325	1,938,926	2,119,251
31.12.2021	–	125,334	2,324,012	2,449,346
Impaired loans/receivables				
	Gross debt amount	Estimated liquidation value of collateral	Net debt amount	Individual value adjustments
31.12.2022	131,913	82,457	49,456	45,230
31.12.2021	151,071	76,931	74,140	71,632

The difference between the net amount of impaired loans/receivables and the individual valuation adjustments results from a restrictive definition of collateral value and from taking into account debtors' solvency.

4.03 Breakdown of trading portfolios and other financial instruments at fair value (assets and liabilities)

(in CHF 1,000)

Assets	31.12.2022	31.12.2021
Trading portfolio assets		
Debt securities	610	–
<i>of which, listed</i>	610	–
Equity investments	28	96
Precious metals and commodities	50,465	53,731
Other trading portfolio assets	16	100
Total assets	51,119	53,927
<i>of which, based on an evaluation model</i>	–	–
<i>of which, collateral eligible for repos in accordance with liquidity requirements</i>	–	–
Amounts due to	31.12.2022	31.12.2021
Trading portfolio assets		
Equity investments	–	–
Other trading portfolio liabilities	1,565	3,925
Total liabilities	1,565	3,925
<i>of which, based on an evaluation model</i>	–	–

4.04 Presentation of derivative financial instruments (assets and liabilities)

(in CHF 1,000)

	Trading instruments			Hedging instruments		
	Positive replacement values	Negative replacement values	Contract volume	Positive replacement values	Negative replacement values	Contract volume
Interest rate instruments						
<i>Swaps</i>	511	127	33,190	816,407	574,859	17,451,161
options (OTC ¹)	2,386	2,386	57,529	–	1,363	200,000
Currencies / precious metals						
Forward contracts	15,512	14,972	1,546,788	1,967	40,548	1,699,126
options (OTC ¹)	2,218	2,218	186,858	–	–	–
Total before netting agreements						
31.12.2022	20,627	19,703	1,824,365	818,374	616,770	19,350,287
<i>of which, based on an evaluation model²</i>	4,604	4,604	244,386	–	1,363	200,000
31.12.2021	23,014	22,185	2,005,520	63,994	163,111	13,570,305
<i>of which, based on an evaluation model²</i>	8,510	8,510	231,959	56,614	135,283	11,731,294

¹ Over the counter.² Including instruments, the evaluation of which is determined by a model populated essentially with market parameters.

	Positive replacement values (cumulative)	Negative replacement values (cumulative)
Total after netting agreements		
31.12.2022	12,455	9,485
31.12.2021	17,094	9,076

	Compensation centres	Banks and securities firms	Other clients
Breakdown by counterparty			
Positive replacement values after netting agreements	–	455	12,000

4.05 Breakdown of financial investments

(in CHF 1,000)

	Book value		Fair value	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Debt securities	2,079,080	1,876,391	1,958,925	1,894,380
<i>of which, intended to be held to maturity</i>	1,989,305	1,710,774	1,868,974	1,728,208
<i>of which, not intended to be held to maturity</i>	89,775	165,617	89,951	166,172
Equity investments	185,597	173,625	266,076	251,479
Buildings & vehicles	547	573	547	573
Total	2,265,224	2,050,589	2,225,548	2,146,432
<i>of which, securities eligible for repo transactions in accordance with liquidity requirements</i>	1,871,360	1,630,948	1,759,781	1,645,953

Breakdown of counterparties by credit rating¹

	AAA to AA-	A+ to A-	BBB to BBB-	BB+ to B-	Below B-	Without rating
Debt securities, book value	2,043,154	35,926	–	–	–	–

¹ The rating categories are based on the Standard & Poor's scale.

4.06 Presentation of participations

(in CHF 1,000)

	Acquisition cost	Accumulated value adjustments and changes in book value (valuation using the equity method)	Total value at previous year end	2022			Total value at current year end	Market value
				Investments	Disposals	Depreciation		
Other participations								
With market value	70	–	70	–	–4	–	66	66
Without market value	104,006	–9,173	94,833	1,871	–534	–226	95,944	N/A
Total participations	104,076	–9,173	94,903	1,871	–538	–226	96,010	

4.07 Disclosure of companies in which the Bank holds a permanent direct or indirect significant participation

The parent company figures are identical to the consolidation figures.
See section 4.07 of the consolidated summary presentation, on page 118.

4.08 Presentation of tangible fixed assets

(in CHF 1,000)

	Acquisition cost	Accumulated depreciation	Book value at end of previous period	2022		Book value at end of current period
				Investments	Depreciation	
Bank buildings	131,578	-53,852	77,726	-	-2,631	75,095
Other real estate	26,432	-11,386	15,046	-	-529	14,517
Software developed internally or acquired separately	46,858	-28,479	18,379	7,629	-10,828	15,180
Other tangible fixed assets	28,435	-15,624	12,811	10,331	-3,364	19,778
Total tangible fixed assets	233,303	-109,341	123,962	17,960	-17,352	124,570

4.09 Presentation of intangible assets

(in CHF 1,000)

	Acquisition cost	Accumulated depreciation	Book value at end of previous year	2022			Book value at end of current year
				Investments	Disposals	Depreciation	
Other intangible assets	377	-110	267	-	-	-189	78
Total intangible assets	377	-110	267	-	-	-189	78

4.10 Breakdown of other assets and other liabilities

(in CHF 1,000)

	Other assets		Other liabilities	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Changes in replacement values of derivative financial instruments	-	62,805	252,183	-
Interest rate components of financial investments intended to be held to maturity but sold prior to maturity	329	389	212	444
Interest rate components of hedging transactions sold prior to maturity	73,999	62,285	109,217	71,204
Sub-total	74,328	125,479	361,612	71,648
Issuing / borrowing costs of bonds and mortgage-backed bonds of the CLG ¹ to be depreciated	1,234	1,391	-	-
Spread of penalties for early loan repayments	-	-	24,964	26,361
Operation of continuously linked settlement system under way	132,978	39,482	133,900	39,754
Other internal banking transactions	46,980	11,039	3,902	3,835
Indirect taxes	4,739	4,964	6,540	4,225
Total	260,259	182,355	530,918	145,823

¹ The Mortgage Bond Centre of the Swiss cantonal banks.

4.11 Disclosure of assets pledged or assigned to secure own commitments and of assets under reservation of ownership

The parent company figures are identical to the consolidation figures because only the parent company handles these transactions. See section 4.11 of the consolidated summary presentation, on page 119.

4.12 Disclosure of liabilities relating to own pension schemes

The parent company figures are identical to the consolidation figures because only the parent company handles these transactions. See section 4.12 of the consolidated summary presentation, on page 119.

4.13 Disclosures on the economic position of own pension schemes

(in CHF 1,000)

a) Employer contribution reserves (ECR)

The Bank did not record contribution reserves in its books, either during the period under review, or in the previous period.

b) Presentation of the economic benefit liability and pension costs

(in CHF 1,000)

	Overfunding/ underfunding at end of current year ¹	Economic share of the Group		Change in economic interest versus previous year (economic benefit/ obligation) versus previous year	Contributions paid for the current period	Pension expenses in personnel expenses	
		31.12.2022	31.12.2021			31.12.2022	31.12.2021
Pension schemes with overfunding	53,766	–	–	–	16,694	16,769	15,945

¹ The pension fund's audited annual accounts as at 31 December 2022 are not available. The surplus is based on the audited financial statements as at 31 December 2021.

The BCGE pension fund is the Group's main pension fund and covers all the employees of the parent company and Swiss subsidiaries.

4.14 Presentation of the issued structured products

No positions were present on the closing date of the financial period under review or the previous financial period.

4.15 Presentation of outstanding mandatory bonds, convertible bonds and mortgage bonds

The parent company figures are identical to the consolidation figures. Only the parent company issues bonds and holds a part of its own issued bonds. See section 4.15 of the consolidated summary presentation, on page 121.

4.16 Presentation of value adjustments and provisions, reserves for general banking risks and changes therein during the current year

(in CHF 1,000)

	Previous year end	Use in conformity with designated purpose	Currency differences	Past due interest, recoveries	New creations charged to income	Releases to income	Previous year end
Provisions for default risks ²	4,144	-529	-24	-	877	-1,510	2,958
<i>of which, provisions for inherent default risks of off-balance sheet transactions</i>	3,110	-	-	-	-	-1,030	2,080
Provisions for other business risks	1,210	-1,537	-	-	1,427	-	1,100
Other provisions	836	-79	-	-	526	-41	1,242
Total provisions	6,190	-2,145	-24	-	2,830	-1,551	5,300
Reserves for general banking risks ¹	250,000	-	-	-	20,000	-	270,000
Valuation adjustments for default and country risks	104,262	-33,054	-416	2,203	8,306	-3,821	77,480
<i>of which, valuation adjustments for default risks in respect of impaired loans / receivables</i>	71,782	-33,054	-416	2,203	8,306	-3,591	45,230
<i>of which, valuation adjustments for inherent default risks</i>	32,480	-	-	-	-	-230	32,250

¹ The creation or release of reserves for general banking risks are not subject to tax on income.

² Valuation adjustments for inherent default risks were made on the financial investments portfolio for a total amount of CHF 480,000. See comment in section 4.36, on page 159.

4.17 Presentation of the Bank's share capital

The parent company figures are identical to the consolidation figures.

See section 4.17 of the consolidated summary presentation, on page 122.

4.18 Number and value of equity securities or options on equity securities held by all executives, directors, and employees, and disclosures of any employee participation schemes

	Number Equity securities		Value (in CHF 1,000) Equity securities	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Members of the Board of Directors ¹	1,278	1,332	214	213
Members of the executive bodies ^{2,3}	7,905	6,827	1,415	1,143
Employees ⁴	25,976	17,698	4,343	2,855
Total	35,159	25,857	5,972	4,211

¹ Number of bonus shares issued during the financial period.

² Paid in 2023 based on 2022 results.

³ Amounts calculated on the basis of a closing share price on 31.12.2022 of CHF 179.5 (at 31.12. 2021 CHF 160.5).

⁴ However, the variable remuneration components have not yet been paid to employees, who have not been able to exercise their rights.

See section 4.18 of the consolidated summary presentation, on page 123.

4.19 Disclosure of amounts due from/to related parties

(in CHF 1,000)

Amounts due from / to	Amounts due from		Amounts due to	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Holders of qualified participations	68,044	184,247	227,609	19,433
Group companies	799,581	833,434	26,836	36,164
Affiliates	1,520,494	1,537,049	336,218	325,085
Transactions with members of governing bodies	4,075	4,988	4,500	2,247
Other related parties	34	4	27,252	47,920

Possible amounts due from / to	Amounts due from		Amounts due to	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Holders of qualified participations	–	–	50	50
Group companies	–	–	187,094	184,489
Affiliates	–	–	26,033	25,501
Transactions with members of governing bodies	–	–	–	–
Other related parties	–	–	–	–

Amounts due from affiliates (mortgages) and amounts due to affiliates (current accounts) mainly relate to property development foundations created under public law of the State of Geneva.

Loans to officers of the Bank are mainly mortgage loans granted to directors and members of the Executive Board. Members of the Executive Board benefit from the same conditions as those granted to the Bank's employees but members of the Board of Directors do not.

Loans and liabilities in respect of qualifying persons result from banking transactions executed at conditions granted to public bodies, which may be subject to significant fluctuations from one financial year to the next.

4.20 Disclosure of holders of significant participations

The parent company figures are identical to the consolidation figures.
See section 4.20 of the consolidated summary presentation, on page 124.

4.21 Disclosure of own shares and composition of equity capital

The parent company figures are identical to the consolidation figures.
See section 4.21 of the consolidated summary presentation, on page 124.

4.22 Disclosures in accordance with the Ordinance against Excessive Compensation in public limited companies listed on the stock exchange¹ and Art. 663b^{bis} CO

Credits, loans, remunerations and shareholdings of the Board of Directors

	Remuneration (before taxes)		Loans ²	Number of BCGE shares held at 31.12.2022			By family	
	Fixed compensation ³	In locked up shares ^{4,5}		Total	Unlocked	Locked up ⁴		Total
Board of Directors								
Manuel Leuthold, Chairman	280,500	43,719	324,219	0	0	504	504	0
Jean Olivier Kerr, Deputy Chairman	88,000	15,217	103,217	3,000,000	1,200	514	1714	0
Michel Pasteur, Secretary	105,600	18,365	123,965	0	0	638	638	0
Jean-Philippe Bernard	77,000	13,118	90,118	0	0	150	150	0
Fabienne Bertolucci (from 04.05.2022)	45,982	5,365	51,347	0	0	0	0	0
Michèle Costafrolaz	126,500	22,038	148,538	0	0	772	772	0
Sophie Dubuis	70,400	10,315	80,715	0	0	105	105	0
Gina Empson (until 03.05.2022)	23,982	3,842	27,824	⁶	⁶	⁶	⁶	⁶
Serge Fasel	70,400	12,069	82,469	0	40	422	462	0
Bernard Girod	70,400	12,069	82,469	4,015,000	40	422	462	40
Jean-Marc Mermoud (until 03.05.2022)	23,982	3,842	27,824	⁶	⁶	⁶	⁶	⁶
Vincent Mottet (from 04.05.2022)	45,982	5,365	51,347	0	0	0	0	0
Sandrine Salerno (from 04.05.2022)	45,982	5,365	51,347	331,330	0	0	0	0
Total, Board of Directors	1,074,712	170,689	1,245,401	7,346,330	1,280	3,527	4,807	40

Previous year	Remuneration (before taxes)		Loans ²	Number of BCGE shares held at 31.12.2021			By family	
	Fixed compensation ³	In locked up shares ^{4,5}		Total	Unlocked	Locked up ⁴		Total
Board of Directors								
Manuel Leuthold (from 30.04.2021), Chairman	188,028	17,591	205,619	0	0	0	0	0
Gilbert Probst (until 29.04.2021), Chairman	92,473	13,080	105,553	⁷	⁷	⁷	⁷	⁷
Jean Olivier Kerr, Deputy Chairman	85,462	13,262	98,724	3,000,000	1,200	340	1,540	0
Michel Pasteur, Secretary	105,600	16,777	122,377	0	0	428	428	0
Jean-Philippe Bernard (from 30.04.2021)	50,709	5,117	55,826	0	0	0	0	0
Michèle Costafrolaz	126,500	20,132	146,632	0	0	520	520	0
Angela de Wolff (until 30.11.2021)	67,008	3,988	70,996	⁷	⁷	⁷	⁷	⁷
Sophie Dubuis	70,400	8,154	78,554	0	0	30	30	0
Gina Empson	70,400	11,025	81,425	0	56	312	368	0
Serge Fasel	70,400	11,025	81,425	0	40	284	324	0
Bernard Girod	70,400	11,025	81,425	3,885,000	40	284	324	40
Jean-Marc Mermoud	70,400	11,025	81,425	241,500	66	318	384	0
John Tracey (until 29.04.2021)	25,385	3,988	29,373	⁷	⁷	⁷	⁷	⁷
Total, Board of Directors	1,093,163	146,189	1,239,352	7,126,500	1,402	2,516	3,918	40

¹ See the *Recueil systématique de la Confédération*, code 221.331.

² Maximum limits on Lombard loans, secured with securities or with mortgage guarantees.

³ BCGE directors receive a fixed annual salary plus, in some cases, compensation for their office. The remuneration regulations are applied here.

No exceptions have been made to these principles or procedures.

⁴ There is a moratorium on BCGE shares for a period of 5 years. This moratorium on sales of shares is maintained in the event of a departure from the Bank. BCGE has no stock option plan.

⁵ The members of the Board of Directors benefit from a profit-sharing plan for each full year of service from one annual general meeting to the next:

Period from January to April 2022: average real purchase price at 13 June 2022 of CHF 167.65, discounted value CHF 125.28. Period from May to December 2022: estimate on price at 31.12.2022 of CHF 179.50, discounted value CHF 134.13).

Period from January to April 2021: average real purchase price at 11 June 2021 of CHF 160.10, discounted value CHF 119.64. Period from May to December 2021: estimate on price at 31.12.2021 of CHF 160.50, discounted value CHF 119.94.

⁶ No longer a member of the Board of Directors at 31.12.2022, so the corresponding number is not stated.

⁷ No longer a member of the Board of Directors at 31.12.2021, so the corresponding number is not stated.

Executive Board remuneration, before tax

	Remuneration in cash			Remuneration in shares ^{1,2,3}	Total remuneration	Social security contributions ⁴
	Fixed	Variable ¹	Total	Variable	Total in CHF	Total
Blaise Goetschin, CEO	728,196	1,058,196	1,786,392	301,407	2,087,799	329,312
Total, Executive Board	2,872,680	3,307,356	6,180,036	983,531	7,163,567	1,347,013
Blaise Goetschin, CEO (previous year)	728,196	1,058,620	1,786,816	293,339	2,080,155	328,676
Total, Executive Board (previous year)	2,514,874	2,955,284	5,470,158	760,927	6,231,085	1,143,508

The members of the Executive Board remitted their director's fees to BCGE as follows:

(in CHF)

Blaise Goetschin, CEO	66,235.50
Virginie Fauveau	13,022.01
Total, Executive Board	79,257.51
Blaise Goetschin, CEO (previous year)	78,113.52
Total, Executive Board (previous year)	85,607.50

Number of shares held by members of the Executive Board or their family members and loans granted

	Number of shares locked up during the 2022 financial year			Number of BCGE shares held at 31.12.2022			Loans granted ⁷	
	Free		Purchased ⁶	Unlocked	Locked up	Total	By family	
	Unconditional	Conditional ⁵						
Blaise Goetschin, CEO	1,450	1,068	536	1,375	15,239	16,614	40	130,000
Frédéric Vernet				62	2,553	2,615	0	684,205
Pierrette Jaton Klopfenstein				157	2,196	2,353	0	445,000
Virginie Fauveau				286	1,325	1,611	0	26,063
Jean-Marc Joris				8	3,492	3,500	0	672,085
Yves Spörri				660	2,856	3,516	0	635,000
Philippe Marti				390	2,329	2,719	0	740,000
Urs Ziegler				0	522	522	0	499,700
Total, Executive Board	4,561	3,344	1,684	2,938	30,512	33,450	40	3,832,053
Blaise Goetschin, CEO (previous year)	1,648	1,068	536	2,765	12,053	14,818	40	130,000
Total, Executive Board (previous year)	4,159	2,668	1,348	7,230	19,935	27,165	40	2,288,853

¹ Paid in 2023 based on 2022 results.

² Shares subject to a 5- to 10-year moratorium, on the basis of the closing price (discounted value) as at 31.12.2022. BCGE does not allocate stock options.

³ Amounts calculated on the basis of a closing price of CHF 179.5 on 31.12.2022 (discounted value) (as at 31.12. 2021 CHF 160.5, discounted value).

⁴ Cumulative amount of social insurance and pension fund contributions; projected figures based on total remuneration.

⁵ Bonus shares received by the Executive Board, conditional on the simultaneous acquisition of shares at market price.

⁶ Shares subject to moratorium acquired at the market price within the participation programmes.

⁷ Maximum limits on Lombard loans, secured with securities or with mortgage guarantees.

The principles of remuneration are explained on pages 83 to 85. No indemnity was paid indirectly to the members of the Executive Board. No indemnity was paid directly or indirectly in 2022 to former members of the Board of Directors or to any person in close relationship with the members of the Board of Directors or the Executive Board.

At 31.12.2022, no indemnities not complying with market practices were awarded to any person in close relationship with the members of the Board of Directors or the Executive Board.

At 31.12.2022, no outstanding credits or loans not complying with market practices were awarded to any person in close relationship with the members of the Board of Directors or the Executive Board.

4.23 Presentation of the maturity structure of financial instruments

(in CHF 1,000)

	Due							Total
	At sight	Termination	Within 3 months	Within 3 to 12 months	Within 12 months to 5 years	After 5 years	No maturity	
Assets / financial instruments								
Liquid assets	6,692,591							6,692,591
Amounts receivable from banks	128,414	–	634,363	376,676	605,874	110,118	–	1,855,445
Amounts due from securities financing transactions	–	–	718,692	–	–	–	–	718,692
Amounts due from clients	913,277	296,046	1,343,328	287,873	1,042,954	754,432	–	4,637,910
Mortgage loans	2,709	2,299,215	646,002	608,261	3,529,029	5,960,479	–	13,045,695
Trading portfolio assets	51,119	–	–	–	–	–	–	51,119
Positive replacement values of derivative financial instruments	12,455	–	–	–	–	–	–	12,455
Financial investments	185,597	–	30,482	244,906	858,550	945,142	547	2,265,224
Total								
31.12.2022	7,986,162	2,595,261	3,372,867	1,517,716	6,036,407	7,770,171	547	29,279,131
31.12.2021	7,976,909	2,265,724	2,810,202	1,127,465	5,848,013	7,631,458	573	27,660,344
Debt capital / financial instruments								
Amounts due to banks	481,194	57,624	2,245,657	305,136	–	–	–	3,089,611
Liabilities arising from securities financing transactions	–	–	18,490	–	–	–	–	18,490
Amounts due in respect of client deposits	11,994,772	6,063,084	1,157,778	133,851	–	–	–	19,349,485
Trading portfolio liabilities	1,565	–	–	–	–	–	–	1,565
Negative replacement values of derivative financial instruments	9,485	–	–	–	–	–	–	9,485
Cash bonds	–	–	–	50	690	–	–	740
Bond issues and central mortgage institution loans	–	–	10,000	309,000	1,484,500	2,973,005	–	4,776,505
Total								
31.12.2022	12,487,016	6,120,708	3,431,925	748,037	1,485,190	2,973,005	–	27,245,881
31.12.2021	11,898,025	5,959,906	2,395,503	1,601,631	1,375,240	2,861,745	–	26,092,050

4.24 Presentation of assets and liabilities by domestic and foreign origin in accordance with the domicile principle

(in CHF 1,000)

	2022		2021	
	Switzerland	Foreign	Switzerland	Foreign
Assets				
Liquid assets	6,685,443	7,148	6,438,527	12,386
Amounts receivable from banks	583,510	1,271,935	382,778	1,220,689
Amounts due from securities financing transactions	718,692	–	–	–
Amounts due from clients	3,479,461	1,158,449	3,661,334	1,157,128
Mortgage loans	12,696,536	349,159	12,316,147	349,745
Trading portfolio assets	51,119	–	53,927	–
Positive replacement values of derivative financial instruments	11,417	1,038	12,333	4,761
Financial investments	1,944,959	320,265	1,780,881	269,708
Accrued expenses and deferred income	43,843	–	35,164	–
Participations	59,931	36,079	60,692	34,211
Tangible fixed assets	124,570	–	123,962	–
Intangible assets	78	–	267	–
Other assets	260,259	–	182,355	–
Total assets	26,659,818	3,144,073	25,048,367	3,048,628
Liabilities				
Amounts due to banks	901,140	2,188,471	1,026,816	2,151,279
Liabilities arising from securities financing transactions	18,490	–	163,064	–
Amounts due in respect of client deposits	15,795,360	3,554,125	14,088,014	4,051,828
Trading portfolio liabilities	1,521	44	3,925	–
Negative replacement values of derivative financial instruments	2,474	7,011	958	8,118
Cash bonds	740	–	803	–
Bond issues and central mortgage institution loans	4,776,505	–	4,597,245	–
Accrued expenses and deferred income	127,727	–	104,875	–
Other liabilities	530,918	–	145,823	–
Provisions	5,300	–	6,190	–
Reserves for general banking risks	270,000	–	250,000	–
Share capital	360,000	–	360,000	–
Statutory capital reserve	289,290	–	297,210	–
Statutory retained earnings reserve	828,080	–	745,833	–
Own shares	–14,292	–	–18,287	–
Profit carried forward/loss carried forward	421	–	728	–
Profit/loss (result of the period)	160,566	–	112,573	–
Total liabilities	24,054,240	5,749,651	21,885,770	6,211,225

4.25 Breakdown of total assets by country or group of countries (domicile principle)

(in CHF 1,000)

	2022		2021	
	Absolute	Share as %	Absolute	Share as %
Assets				
Europe • France	1,618,207	5.4	1,661,425	5.9
• Luxembourg	189,487	0.6	174,117	0.6
• United Kingdom	127,302	0.4	98,089	0.3
• Germany	120,707	0.4	143,154	0.5
• Turkey	108,726	0.4	89,702	0.3
• Other European countries	257,010	0.9	126,805	0.5
Singapore	157,453	0.5	78,861	0.3
United States and Canada	69,796	0.2	156,394	0.6
Other	495,385	1.7	520,081	1.9
Assets held abroad	3,144,073	10.5	3,048,628	10.9
Switzerland	26,659,818	89.5	25,048,367	89.1
Total assets	29,803,891	100.0	28,096,995	100.0

4.26 Breakdown of total assets by credit rating of country groups (risk domicile view)

(in CHF 1,000)

	Net foreign exposure/current year-end		Net foreign exposure preceding year-end	
	Absolute	Share as %	Absolute	Share as %
Rating category (according to SERV¹, Swiss insurance against export risks)				
0/Hi	1,955,223	65.7	1,872,305	78.8
1	8	0.0	9	0.0
2	86,171	2.9	127,590	5.4
3	31,830	1.1	20,328	0.9
4	28,231	0.9	4,743	0.2
5 and 6	299,953	10.1	246,716	10.4
7	29,760	1.0	11,823	0.5
Without rating	544,108	18.3	91,318	3.8
Total	2,975,284	100.0	2,374,832	100.0

¹ The SERV rating is recognised by FINMA.

4.27 Presentation of assets and liabilities broken down by the most significant currencies for the Bank

(in CHF 1,000)

	Currencies					
	CHF	EUR	USD	GBP	OTHER	METALS
Assets						
Liquid assets	6,632,606	57,004	1,684	467	830	–
Amounts receivable from banks	361,141	788,745	654,636	5,976	18,196	26,751
Amounts due from securities financing transactions	662,000	19,712	36,980	–	–	–
Amounts due from clients	2,565,405	889,175	1,157,279	7,599	18,275	177
Mortgage loans	12,859,079	181,439	5,177	–	–	–
Trading portfolio assets	638	–	–	16	–	50,465
Positive replacement values of derivative financial instruments	12,455	–	–	–	–	–
Financial investments	1,928,712	160,280	166,771	2,383	7,078	–
Accrued expenses and deferred income	43,843	–	–	–	–	–
Participations	90,051	5,799	160	–	–	–
Tangible fixed assets	124,570	–	–	–	–	–
Intangible assets	78	–	–	–	–	–
Other assets	127,211	–	114,502	18,402	144	–
Total assets shown in balance sheet	25,407,789	2,102,154	2,137,189	34,843	44,523	77,393
Delivery entitlements from spot exchange, forward forex and forex options transactions	606,352	898,055	1,735,912	135,412	35,002	22,039
Total assets	26,014,141	3,000,209	3,873,101	170,255	79,525	99,432
Liabilities						
Amounts due to banks	625,610	601,624	1,750,415	77,053	3,184	31,725
Liabilities arising from securities financing transactions	–	–	18,490	–	–	–
Amounts due in respect of client deposits	16,065,831	1,422,443	1,728,280	57,138	44,871	30,922
Trading portfolio liabilities	29	257	1,273	–	6	–
Negative replacement values of derivative financial instruments	9,485	–	–	–	–	–
Cash bonds	740	–	–	–	–	–
Bond issues and central mortgage institution loans	4,776,505	–	–	–	–	–
Accrued expenses and deferred income	127,727	–	–	–	–	–
Other liabilities	523,476	6,227	554	1	660	–
Provisions	5,300	–	–	–	–	–
Reserves for general banking risks	270,000	–	–	–	–	–
Share capital	360,000	–	–	–	–	–
Statutory capital reserve	289,290	–	–	–	–	–
Statutory retained earnings reserve	828,080	–	–	–	–	–
Own shares	–14,292	–	–	–	–	–
Profit carried forward/loss carried forward	421	–	–	–	–	–
Profit/loss (result of the period)	160,566	–	–	–	–	–
Total liabilities shown in the balance sheet	24,028,768	2,030,551	3,499,012	134,192	48,721	62,647
Delivery obligations from spot exchange, forward forex and forex options transactions	2,024,846	966,839	371,363	36,162	29,797	36,608
Total liabilities	26,053,614	2,997,390	3,870,375	170,354	78,518	99,255
Net position per currency 2022	–39,473	2,819	2,726	–99	1,007	177
Net position per currency 2021	–12,833	–12,307	3,552	37	1,342	374

4.28 Breakdown and explanation of contingent assets and liabilities

(in CHF 1,000)

	2022	2021
Guarantees to secure credits and similar	21,459	25,341
Guarantees to provide guarantees and similar	42,191	34,109
Irrevocable commitments arising from documentary letters of credit	818,361	1,238,955
Other contingent liabilities	700	700
Total contingent liabilities	882,711	1,299,105

Irrevocable commitments are linked mainly with the trade finance credit business and with commodities pricing.

4.29 Breakdown of credit commitments

The parent company figures are identical to the consolidation figures.
See section 4.29 of the consolidated summary presentation, on page 129.

4.30 Breakdown of fiduciary transactions

The parent company figures are identical to the consolidation figures.
See section 4.30 of the consolidated summary presentation, on page 129.

4.31 Breakdown of managed assets and presentation of their development

In accordance with FINMA circular 2020/1 margin no. 229, the Bank is not obliged to publish this schedule.

4.32 Breakdown of the trading activities results and the fair value option

(in CHF 1,000)

	2022	2021
Trading result from		
Interest rate instruments (including funds)	97	119
Equity securities (including funds)	-27	-7
Currencies	37,043	33,591
Commodities/precious metals	948	626
Total trading income	38,061	34,329

4.33 Disclosure of material refinancing income under the item Interest and discount income as well as material negative interest

(in CHF 1,000)

	2022	2021
Negative interest		
Negative interest on lending business (reduction in interest income)	-2,929	-5,733
Negative interest in borrowing (reduction in interest expense)	11,633	19,565

The Bank does not deduct financing costs from trading positions.

4.34 Breakdown of personnel expenses

(in CHF 1,000)

	2022	2021
Salaries (attendance fees and fixed compensation to members of the Bank's governing bodies, salaries and benefits)	121,243	116,952
<i>of which, expenses relating to share-based compensation and alternative forms of variable compensation</i>	5,769	3,382
Social insurance benefits	28,445	27,071
Other personnel expenses	3,755	4,028
Total personnel costs	153,443	148,051

4.35 Breakdown of other operating charges

(in CHF 1,000)

	2022	2021
Office space expenses	10,451	9,113
Expenses for information and communications technology	37,565	36,915
Expenses for vehicles, equipment, furniture and other fixtures, as well as operating lease expenses	155	122
Fees of audit firms	712	726
<i>of which, for financial and regulatory audits</i>	685	660
<i>of which, for other services</i>	27	66
General and administrative expenses	39,517	40,504
Total other operating expenses	88,400	87,380

4.36 Explanations regarding material losses, extraordinary income and expenses, as well as material releases of hidden reserves, reserves for general banking risks, and value adjustments and provisions no longer required

The parent company position is identical to that of the Group.
See section 4.36 of the consolidated summary presentation, on page 130.

4.37 Disclosure of and reasons for revaluations of investments and tangible fixed assets up to the acquisition value

The Bank has not revalued its participations or tangible assets.

4.38 Presentation of the operating result broken down according to domestic and foreign origin, according to the principle of permanent establishment

BCGE is not operationally domiciled in foreign countries. All its profits are generated in Switzerland, as in the previous year.

4.39 Presentation of current taxes, deferred taxes, and disclosure of tax rate

(in CHF 1,000)

	Rate in % ¹	2022	Rate in % ¹	2021
Current taxes, BCGE	17.1%	30,145	16.1%	25,354
Total		30,145		25,354

¹ Weighted average rate used on the basis of the operating result.

4.40 Disclosures and explanations of the earnings per equity security

See section 4.40 of the consolidated summary presentation, on page 132.

Proposed appropriation of available earnings

Dividend of CHF 5.50 / share

At the General Meeting, to be held on 2 May 2023, the Board of Directors will propose a dividend of 11% (2021: 9%).

The amount available to the General Meeting to distribute is as follows:

(in CHF 1,000)	31.12.2022	31.12.2021
Result of the period	160,566	112,573
Profit brought forward from the prior year	421	728
Release from the tax-exempt capital contribution reserve	9,720	7,920
Total available to the General Meeting	170,707	121,221
Dividend of 11% (2021: 9%). <i>of which, 2.7% tax-exempt dividend (2021: 2.2%).</i>	39,600	32,400
	9,720	7,920
Special allocation to the State of Geneva (20% of the dividend paid)	7,920	6,480
Total distributed	47,520	38,880
Allocation to the legal reserve resulting from the earnings	123,187	81,920
Profit brought forward	–	421

A conceptual image showing a rowing team of four women in a blue boat on a large green leaf. The leaf's veins form a network that resembles a river system, with the boat positioned in the center of a narrow channel. The background is a vibrant green with intricate vein patterns.

Connected

BCGE is a key financial actor in Geneva. Close to the people of Geneva, in its 21 branches – but also serving an open and international economy, through its network beyond the city's borders.



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