

Sustainability KPIs – Environment

Environment

	Unit	2023	Relative	2022	Relative	Reference
CO₂ emissions						
			1,379.9			Page 52
Total emissions	tonnes CO ₂ equivalent	11,066.7	kg/employee ³	10,724.7	1,336.4 kg/employee ³	
Scope 1 emissions	tonnes CO ₂ equivalent	4,078.3	-	4,738.3	-	
Scope 2 emissions	tonnes CO ₂ equivalent	631.9	-	1,003.9	-	
Scope 3 emissions	tonnes CO ₂ equivalent	6,356.0	-	4,982.5	-	
Change in operational emissions	%	3.2	-	-	-	
Energy						
						Page 49
Energy reference area ¹	EBF m ²	142,193.6		186,017.0		
Share produced from renewable sources ²	%	100		100		
			2,029.9			
Electricity consumption	kWh	16,279,426.3	kWh/employee	18,109,629.1	2,256.7 kWh/employee	
Heating consumption	kWh	11,077,839.8	77.9 kWh/m ²	12,176,424.9	65.5 kWh/m ²	
			22.0 l/			
Water consumption	m ³	38,743.6	employee/day	32,424.2	18.4 l/employee/day	
Paper						
						Page 50
Total paper consumption	tonnes	335.8	44.0 kg/employee	335.2	44.0 kg/employee	
Recycled	%	51.6	-	45.0	-	
Chlorine-free-bleached	%	17.0	-	25.8	-	
External printed matter	%	24.2		22.3		
			3,186.0 sheets		2,884.3 sheets A4/	
Photocopy paper consumption	million A4 sheets	25.6	A4/employee	23.2	employee	
Business travel						
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Total business travel	million km	26.1	3,249.5 km/employee	24.1	3,006.5 km/employee	
Air	%	8.2	-	6.2	-	
Car	%	69.3	-	76.1	-	
Public transport	%	22.5	-	17.6	-	
Refuse						
						Page 50
Total amount of refuse	tonnes	510.1	63.6 kg/employee	400.4	49.9 kg/employee	
Paper	%	35.1	-	45.9	-	
Other recycled materials	%	3.9	-	4.6	-	
Special waste	%	0.2	-	0.2	-	
Misc. waste/refuse	%	60.8	-	49.3	-	

1 Including the insurance branch offices in Switzerland.

2 At locations for which Baloise can choose the electricity mix.

3 Including the total number of employees in the Baloise Group.

Sustainability KPIs – Social

Social

	Unit	2023	2022	Reference
Employment and retention				
				Page 59
Number of employees		8,020	8,025	
Part-time employees	%	25.0	24.1	
Staff turnover	%	7.1	7.4	
Duration of employment	years	12.4	12.5	
Proportion of employees with access to the share programme	%	44.2	43.9	
Average employee satisfaction ¹	out of 100 points	77	76	
Proportion of engaged and happy employees ²	%	81	79	
Health and safety				
Friendly Work Space (certification in Switzerland)	out of a possible 5 points	4.83	4.83	
Training and development				
				Page 60
Proportion of trainees in the workforce	%	3.8	4.0	
Number of apprentices, trainees, interns and working students		305	319	
Philanthropy				
Total donations by the Baloise Group	CHF thousand	660.2	652.4	Page 78
Number of employees engaging in voluntary work		1,033	770	
Diversity and inclusion				
				Page 59
Proportion of women in the workforce	absolute	3,582	3,553	
	%	44.7	44.3	
Age distribution of employees				
under 35	%	26.2	26.6	
35 to 45	%	26.0	25.4	
45 to 56	%	29.3	30.3	
over 56	%	18.6	17.7	
Average age	years	43.9	43.8	
Responsible investment				
				Page 96
Total AGMs at which Baloise Asset Management voted ³	number	25	25	
Total agenda items on which Baloise Asset Management voted ⁵	number	13	13	
Votes against the management's recommendations at the AGMs ³	number	59	42	
Distribution of ESG ratings across Baloise insurance investments ⁴				
				Page 99
A-AAA	%	85	80	
B-BBB	%	15	20	

¹ Employee happiness at work measures the average responses of our employees to the question 'How much do you like working at Baloise?' on a scale from 0 to 100 ('not at all like' to 'totally like'). For this purpose, the answers of all employees are recorded on a 5-point scale and converted on a linear basis to a scale of 0 to 100.

² Employees who ticked a positive answer (4 or 5) to the satisfaction question are categorised as 'Committed and satisfied'.

³ See www.baloise.com/corporate-governance.

⁴ See chapter 'Responsible investment' from page 96 onwards.

Sustainability KPIs – governance

Governance¹

	Unit	2023	2022	Reference, corporate governance report
Board of Directors²				
Independence	%	100	100	Page 36
Average term in post	years	5.0	3.6	Page 36
Diversity on the Board of Directors²				
Number of women on the Board of Directors		3	4	Page 36
Proportion of women on the Board of Directors	%	33.3	40.0	Page 36
Average age of the members of the Board of Directors		59	58	Page 35
Remuneration				
Total remuneration of CEO	CHF thousand	1,686.6 ³	2,140.3	Page 64

¹ See www.baloise.com/corporate-governance.

² The cut-off date for calculating the key figures is 31 December 2023. Claudia Dill left the Board of Directors on 31 October 2023.

³ Michael Müller took over as Chairman of the Executive Board on 1 July 2023.