



# Sustainability Report 2025



**Committed to the region and its people.**

# Recap of 2025

More than 160 years after it was founded, BLKB remains firmly established in Northwestern Switzerland and meets its responsibilities to the people and environment of the region. We aim to remain a reliable and secure bank for our customers. In 2025, we again received excellent ratings for our high security and sustainability standards as well as for our products and services.

## AA+

### Secure and sustainable

We are one of the most secure regional banks in Switzerland and Europe, with a AA+ rating and a "stable" outlook from Standard & Poor's. For our sustainability engagement, we received an "AA" in the MSCI ESG rating. This makes us one of the best-rated companies in our sector in addressing the most important ESG risks and opportunities.



### Excellent advice and products

We design our products and services to consistently meet our customers' needs. To this end, the Top Banks 2026 survey again found that we are the best bank for private individuals in Northwestern Switzerland. The No. 1 rating was also awarded to BLKB's savings and pension solutions as well as to its lending and mortgage products.



### Promoting energy-efficient construction in the region

We increased our funding of energy-efficient construction and renovation projects in 2025 in support of cantonal and national efforts to reach the net zero targets in the real estate sector. Our online renovation and sustainability calculator now makes it easier to start renovation projects. Customers benefit from our central advisory services, which specialise in energy-efficient renovations. Furthermore, our revised energy mortgage plan offers even more

attractive terms for financing environmentally friendly renovations and new buildings. As a strategic partner of the Baselbieter Energiepaket (Basel Region Energy Package), we hosted several events about energy-efficient buildings during the reporting year. Our first real estate market report aims to provide our customers, regional business partners and policy makers with important information for making prudent decisions.



### Stable distributions

During the reporting year, BLKB again met the key requirements of its principal owner, the Canton of Basel-Landschaft to do over 80% of its business in the region, remain well capitalised, and deliver a steady stream of distributions. These distributions amount to CHF 71.7 million for the canton and CHF 42 in dividend per Cantonal Bank certificate.



### Important training institution

Employees value BLKB as their employer, as was confirmed by regular internal surveys and external company evaluations during the reporting year. With 29 trainees and 17 interns as at 31 December 2025, BLKB is an important training centre in the Canton of Basel-Landschaft.

## No. 1

### Major financing partner

In 2025, corporate clients in Basel-Landschaft again confirmed our first place in the sector. With a credit volume to companies and public-law entities of CHF 5.9 billion, we contributed significantly to the development of the corporate landscape. We are also our region's market leader when it comes to financing for homeowners.



### Broad sponsorship commitments

Our sponsorship activities support over 300 institutions, events and associations – with approximately CHF 1.8 million during the reporting year. We hosted three "BLKB with us" events in the summer 2025, which were attended by people from three communes in the canton and added value for local associations and businesses.

# Sustainability at BLKB

## Mission statement

Sustainable and responsible decisions and actions are front and centre in what we do as a cantonal bank. We have a broad understanding of sustainability and refer to it as our “forward-looking approach”. Our mission statement prompts us “to act responsibly for the people who put their trust in us, for the society in which we live, and for the environment that makes life possible”.



## Selected key figures 2025

**1,054**

employees worked for BLKB Group in 2025, including 49 trainees and interns.

**CHF 71.7m**

in funds that the BLKB distributed to the Canton of Basel-Landschaft and thus indirectly to the population in 2025.

**47%**

increase in electricity production year-on-year by the bank’s own photovoltaic systems in 2025.

## What we offer



### Mortgages

We support clients with financing their properties and provide them with comprehensive advice on energy-efficient living – also with regard to regulations and funding opportunities.



### Corporate loans

As a reliable partner for companies, BLKB contributes significantly to the region's economic development. At the same time, we encourage and support innovation and have a clear focus in promoting new business models.



### Investments

We have more than ten years of experience in sustainable investing, enabling us to offer a wide range of solutions that meet environmental, social and governance standards.



### Basic banking business

We offer basic banking services in the canton and provide advice online, by phone or in person. Selected products enable our customers to participate in regional climate and training projects.

## Development of our sustainability topics

Annual CO <sub>2</sub> calculations for banking operations	100% electricity from renewable energies for banking operations	Sustainability embedded as an integral part of BLKB’s corporate strategy	Launch of the “home2050” and “energy mortgage” products, among others, as part of the “Forests of Tomorrow” project.	Integration of sustainability criteria into BLKB sponsorship; co-founding of the Swiss Triple Impact Basel initiative for SMEs in the region; partnership with the Swiss Climate Foundation	Comprehensive active ownership strategy in investments; publication of the transition plan; sustainability consulting for investment properties (BLKB Fund Management AG)						
2000	2007	2012	2014	2018	2019	2020	2021	2022	2023	2024	2025
	Support for vocational training in the region through “Jobs for Juniors”		Introduction of sustainability aspects in the investment process		Launch of the BLKB Climate Basket		CO <sub>2</sub> humus project with the Ebenrain centre; first CO <sub>2</sub> calculation of financed emissions		First “BLKB with us” event		Launch of sustainable real estate funds (BLKB Fund Management AG); further development of “energy mortgage”

# “BLKB continues to be the reliable and secure bank for the Canton of Basel-Landschaft”

“We continue to invest into what matters tomorrow. For the region and the people who live here.”



Béatrice Sidler, Executive Board member and Head of the Wealth Management division

## Dear readers

Trust and consistency cannot be taken for granted in times of rapid changes – both have to be earned and created every day. For BLKB, the regular, long-term dialogue with you – our customers, employees and partners – is what motivates us to develop further. Whether from face-to-face meetings, digital channels, or directly at our “BLKB with us” events, which we were delighted to host in Arlesheim, Birsfelden and Reigoldswil in 2025, the feedback you offer finds its way directly into the decisions we make.

Dialogue on an equal footing thrives on transparency and honesty. The development concerning radicant holding ag and its subsidiaries during the reporting year fell short of the expectations we had set. Consequently, in the second half of the year, we decided to end our commitment in an orderly manner. This decision sharpens our focus on the future: We are committing our energy and resources even more clearly to our core activities and region.

Our progress in the area of sustainability also shows that we are setting the right standards in our core business. In the reporting year, we carried out a double materiality analysis to gauge BLKB’s influence on society and the environment, better understand relevant risks and identify thematic areas. These thematic areas relating to people, society and the environment are outlined in this Sustainability Report and help us to focus our activities in line with these areas of impact and risks.

### Support with implementing the Basel-Landschaft Energy Act

I am especially proud of our role in supporting the regional energy transition. By offering additional funding for energy-efficient construction projects, we provide our customers with advice and resources when switching to renewable energies, as stipulated in the Canton of Basel-Landschaft’s Energy Act from the current year. This includes an attractive energy mortgage, new digital planning tools and an in-house team of specialists who actively support homeowners in making the change. As a cantonal bank, we, together with our customers, contribute significantly to reaching the cantonal net zero targets. Our real estate market report, published for the first time, also provides the necessary transparency for informed decisions in the region.



Around 6,000 visitors gathered in the historic cathedral square at the “BLKB with us” event in Arlesheim in September 2025.

### Further development in the investment business

We are also continuing to set standards in the investment business and have consistently developed our asset management mandates. This means we can now offer even more focused solutions and are better able to align our customers’ individual needs and sustainability preferences with their financial goals. As an Asset Management Association Switzerland (AMAS) member, we are not only committed to the highest industry standards in the investment business but also play an active role in shaping the regulatory framework for a sustainable financial centre. The consistent implementation of the self-regulation of the Swiss Bankers Association and AMAS helps us to avoid greenwashing. We ensure clarity by adding binding sustainability targets to our asset management mandates and by significantly expanding our sustainability reporting in line with the Swiss Climate Scores specified by the Swiss Confederation. For our clients, this means a major gain in transparency with regard to their sustainable investment solutions.

BLKB remains the reliable, secure bank for the Canton of Basel-Landschaft, especially due to our strong capitalisation, stable distributions and commitment to the region:

- Regional value creation More than 80% of our business takes place in Northwestern Switzerland. By offering CHF 5.9 billion in commercial loans, we support local SMEs, in particular, with developing their business model in a sustainable way.
- Profit distribution: With its annual profit distribution, BLKB contributes significantly to the development of the Canton of Basel-Landschaft. During the reporting year, BLKB distributed CHF 71.7 million to the canton.

- Sponsorship: Approximately CHF 1.8 million went to more than 300 institutions and associations as social contributions during the reporting year to help maintain the appeal and diversity of Northwestern Switzerland.

### Among the most secure and sustainable banks in Europe

The fact that our efforts are paying off is also reflected in the various awards we received in 2025: In the “Top Banks 2026” survey conducted by “Statista” and “Handelszeitung,” we were again rated as the best bank for SMEs in Switzerland and the best bank for private individuals in the region. Our MSCI rating of “AA” in ESG and the excellent S&P rating of “AA+” also confirm that we are among the most secure and sustainable banks in Europe.

For us, these awards are an incentive for the future. We continue to invest in what matters tomorrow. For the region and the people who live here.

I would like to thank you for your trust and look forward to many inspiring encounters in 2026.

*B. Sidler*

**Béatrice Sidler**, Executive Board member and Head of the Wealth Management division

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# Sustainability at BLKB

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# About this report

This Sustainability Report documents BLKB's commitment to the long-term development of people, society and the environment. The Sustainability Report is published annually. The present report covers the period from 1 January 2025 to 31 December 2025 and was published on 9 April 2026 (German version: 26 March 2026). It is available at [www.blkb.ch/nachhaltigkeitsbericht](http://www.blkb.ch/nachhaltigkeitsbericht). BLKB also publishes its Sustainability Report for the 2025 reporting year in English.

In the report, BLKB applies the transparency requirements for non-financial matters to the Group pursuant to Art. 964a et seq. CO. The CO Index refers to the text on the five non-financial matters. The report will disclose details on climate matters also in a machine-readable format for the first time in 2025. In accordance with the Ordinance on Climate Disclosures, the report also has relevant information about the established Task Force on Climate-related Financial Disclosures (TCFD) framework (see TCFD Index) and uses the "TCFD" acronym in this context. Inclusion of TCFD in the work of the International Sustainability Standards Board (ISSB) has been noted.

The report was also prepared in accordance with the GRI Standards. The GRI Index refers to text with content on the individual GRI Standards. The Sustainability Report's contents are based on BLKB's ten key topics that were determined from materiality analyses and internal stakeholder dialogues (see Forward-looking approach). BLKB describes key opportunities and risks, management approaches, evaluation mechanisms, as well as measures for social, environmental and economic issues. Objectives and performance indicators are disclosed wherever possible. Some key figures were corrected and information was added in the "Climate change" and "KPI on environment" chapters during the reporting year. Details can be found in the respective sections.

Unless otherwise stated, the contents of the Sustainability Report and the "BLKB" name refer to the parent company and the subsidiary BLKB Fund Management AG. Specific information about the radicant holding ag subsidiary can be found in the separate section.

In accordance with Article 964c CO, the Sustainability Report and the Annual Report are approved by the Board of Directors as the authoritative management and administrative body and signed by the Board of Directors' chairperson. Furthermore, the Sustainability Report and Annual Report are approved by the Cantonal Council of Basel-Landschaft as the body responsible for annual financial statements.

This version of the sustainability report is a translation of the original German version. In the event of inconsistencies between the English and the German versions, the German version shall prevail.

# Portrait of BLKB Group

The parent company Basellandschaffliche Kantonalbank (BLKB) forms a Group together with the subsidiaries BLKB Fund Management AG and radicant holding ag.

## The BLKB parent company

With approximately 1,000 employees, 23 branches and total assets of over CHF 37 billion, BLKB is the largest bank in the Canton of Basel-Landschaft and a leader in the sector in Northwestern Switzerland, specialising in investments, pensions and commerce. BLKB, whose registered office is in Liestal (Canton of Basel-Landschaft), aims to remain close to its customers and promote sustainable development of the region. Sustainability is at the core of its public service mandate as prescribed by law. BLKB offers its customers suitable financial products and comprehensive advice. With a "AA+" rating and "stable" outlook from Standard & Poor's and a "AA" MSCI rating in ESG, BLKB is one of the most secure regional banks in Switzerland and Europe with a strong record in sustainability.

## BLKB Fund Management AG

BLKB Fund Management AG, which has its registered office in Binningen (Canton of Basel-Landschaft) is fully owned by BLKB. It was approved as a FINMA-regulated fund manager at the start of 2024 and launched a real estate fund on 30 July 2025 that meets comprehensive sustainability standards based on the ESG model (see [Innovations at the subsidiaries](#)).

BLKB Fund Management AG has been offering strategic advice to investment and commercial property owners through its real estate advisory service since April 2024. The range of services includes sustainability consulting, real estate analyses, location and market analyses, real estate transactions, real estate strategies as well as customised mandates for property portfolio and asset managers.

## radicant holding ag

BLKB is the majority shareholder of radicant holding ag, with its head office in Liestal (Canton of Basel-Landschaft). radicant holding ag has two subsidiaries: radicant bank ag (now radicant ag) and radicant business services ag in Zurich. radicant bank ag, a digital financial services provider with its own banking licence, has its own subsidiary, the radicant innovation hub, in Lisbon (Portugal).

In November 2025, BLKB, as the majority shareholder of radicant holding ag and its subsidiaries, decided to return the banking licence of radicant bank ag and initiate an orderly liquidation. The fiduciary branch of radicant business services ag was sold earlier in the reporting year. Customer deposits of radicant bank ag are fully protected. A successor has been put in place for customers, which will continue to have access to innovative banking services and have the option of transferring their business relationship to Alpien. The changeover aims to be as simple as possible. An agreement to this effect between radicant bank ag and the Swiss bank Alpien SA was signed in December 2025.

Detailed information about the majority stake in radicant holding ag and its subsidiaries can be found in the [Annual Report 2025](#) starting on page 15.

# Forward-looking approach

Since its founding in 1864, BLKB has received a public service mandate from its majority shareholder, the Canton of Basel-Landschaft, and directs its business activities accordingly. BLKB's Owner Strategy aims to "contribute to the balanced economic and social development of the canton and of Northwestern Switzerland". The focus here is on the benefits for the economy and the population: "Its entrepreneurial values and day-to-day actions are based on sustainable and ethical principles."

In the Owner Strategy, updated during the reporting year, the Canton of Basel-Landschaft refers to the guidelines, approved by the Intergovernmental Conference of Northwestern Switzerland, for companies and stakeholders representing public interests on reaching the targets for "climate-friendly and sustainable financial investments and financing". The Owner Strategy thus further integrates sustainability in the form of socially and climate-friendly action into BLKB's identity.

## Mission statement

We are Switzerland's forward-looking bank. We are strongly committed to ensuring sustainable development for all. We act responsibly for the people who put their trust in us, for the society in which we live, and for the environment that makes life possible.

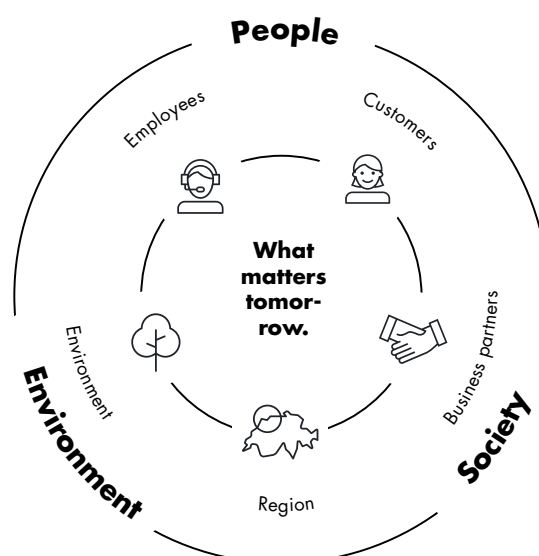
- Our employees treat each other and others with respect and appreciation, promote diversity and excel in what they do.
- Our customers can trust us. They motivate us daily to meet their needs and preserve what has proven to be worthwhile.
- We share our beliefs and values with our local and global business partners.
- The region where we live can count on our local presence and our commitment to society.
- Protecting the environment is the basis of our actions.

We are guided by this mission statement and focus our business strategy and actions accordingly.

## Forward-looking approach

Sustainable and responsible decisions and actions are front and centre in what BLKB does as a cantonal bank. BLKB aims for a comprehensive view of sustainability and focuses on what will make a difference tomorrow. In this regard, "forward-looking approach" refers to a basic attitude that should permeate all areas of the bank. The parent company's current strategy for 2023–2027 supports this objective (see Annual Report 2025, p. 22).

The mission statement (see diagram below) serves as a compass for the parent company's commitment. By focusing on people, society and the environment, the mission statement emphasises where BLKB wants to make a positive difference and assume responsibility: employees, customers, business partners, in Northwestern Switzerland, as well as for the environment.



**“What matters tomorrow”**

The parent company uses the “What matters tomorrow” claim to position itself as a forward-looking bank. BLKB looks to work with regional partners to further develop sustainable products and services for private individuals and companies. It aims to promote the discourse on sustainable development in the region and further raise awareness for responsibility in the financial sector – for example by actively participating in relevant associations. BLKB carefully selects its sponsorship commitments, whereby projects and events must, among other things, meet specific sustainability criteria (see [Sponsorship](#)). The bank places a strong emphasis on continuously developing awareness for sustainability in its employees and for reducing CO<sub>2</sub> emissions in its core business and operations.

**Key topics**

Future-proof business operations must be based on a thorough understanding of the relevant effects, risks and opportunities. These factors affect BLKB's financial situation in the form of environmental and social factors (outside-in perspective); conversely, BLKB's activities affect the environment and society (inside-out perspective). During the reporting year, BLKB revised its analysis of key topics by considering the inside-out and the outside-in perspective in line with the ESRS framework. This enabled it to eliminate overlaps and structure aspects of relevance more clearly.

**Double materiality analysis 2025**

The double materiality analysis also resulted in a shortlist of all ESRS topics relevant to the banking sector. Related topics were then bundled into groups and rated by the respective specialist departments of the bank. As a result, the number of key topics was reduced from 13 to 10, without eliminating any main topics compared to 2024 (see [overview on page 11](#)).

Individual topics that were previously treated separately – such as economic security, transparency vis-à-vis stakeholder groups or responsible products and services – are no longer reported as separate key topics. However, their content is integrated into the new topic clusters. At the same time, biodiversity and the circular economy were included as new, independent key topics.

Other topics not deemed as material continue to be relevant for BLKB per se but currently harbour fewer foreseeable financial opportunities and risks. In addition, they do not have a pronounced positive or negative effect on the long-term development of the region.

As of 2025, BLKB does not have specific targets and measures for all key topics. By defining key topics, BLKB is able to focus seamlessly on further developing its sustainability management in its operations and core activities. Progress is tracked annually as part of sustainability reporting and then disclosed publicly. The relevant specialist departments are responsible for defining the principles and setting the standards to be met. Where relevant standards and objectives already exist, they are listed directly in the following sections.

## List of key topics

Key topic	Brief description
<b>1. Working conditions</b>	<ul style="list-style-type: none"> <li>– Corporate and collaboration culture</li> <li>– Working conditions incl. remuneration system</li> <li>– Employee turnover</li> <li>– Occupational health and safety</li> </ul>
<b>2. Equal treatment and equal opportunity</b>	<ul style="list-style-type: none"> <li>– Inclusive corporate culture</li> <li>– Promoting equal treatment of employees with regard to diversity criteria</li> <li>– Work-life balance</li> </ul>
<b>3. Employee development</b>	<ul style="list-style-type: none"> <li>– Training and development</li> <li>– Employability</li> <li>– Sustainability skills</li> </ul>
<b>4. Customer satisfaction</b>	<ul style="list-style-type: none"> <li>– Comprehensive needs-based financial services</li> <li>– Advice with emphasis on responsibility</li> <li>– Transparency in investment business</li> <li>– Integration of individual sustainability preferences into the personal investment strategy</li> <li>– Measurement of customer satisfaction and complaint handling</li> </ul>
<b>5. Regional value creation and social commitment</b>	<ul style="list-style-type: none"> <li>– Contribution to economic security</li> <li>– Providing financial services for the region</li> <li>– Contribution to developing the regional economy and society</li> <li>– Creation and preservation of jobs locally</li> <li>– Sponsorship and charitable activities outside the core business</li> </ul>
<b>6. Business ethics</b>	<ul style="list-style-type: none"> <li>– Ethical principles of business activities</li> <li>– Compliance with regulations</li> <li>– Respect for human rights and due diligence</li> <li>– Ethical procurement (supply chains)</li> </ul>
<b>7. Data protection and data security</b>	<ul style="list-style-type: none"> <li>– Data security</li> <li>– Protecting the IT system</li> <li>– Working with AI</li> <li>– Responsible conduct of employees and external providers</li> </ul>
<b>8. Climate change</b>	<ul style="list-style-type: none"> <li>– Climate strategy and transition plan</li> <li>– Financed emissions, emission-intensive sectors, climate aspects of operational ecology</li> </ul>
<b>9. Biodiversity</b>	<ul style="list-style-type: none"> <li>– Management of nature-related financial risks</li> <li>– Nature conservation</li> <li>– Measures at own locations</li> </ul>
<b>10. Circular economy</b>	<ul style="list-style-type: none"> <li>– Reuse strategy applied to the renovation of the head office</li> <li>– Low-impact operations; waste management</li> </ul>

# Stakeholder groups

BLKB maintains close ties with its internal and external stakeholder groups. They include especially:

- Customers
- Employees
- Canton of Basel-Landschaft as the principal owner
- Holders of cantonal bank certificates
- Suppliers and other business partners
- Industry representatives
- NGOs
- Media

## Transparency and dialogue

BLKB is committed to communicating honestly and openly about questions that stakeholders raise inside and outside the bank (see Information Policy on the [website](#) and in the [Annual Report 2025](#), p. 47). The bank listens to its stakeholders and works with them on relevant issues by using a wide range of communication channels:

- Customers: Face-to-face meetings; feedback, and complaint management; events for companies and individuals, surveys to determine the needs of existing and potential clients, social media.
- Employees: Performance evaluations and surveys, dialogue within the internal ESG network (see [Governance](#)), town hall meetings, dialogue events with the Executive Board, Personnel Commission, intranet.
- Owners: Reports and discussions in connection with the Finance Department (supervisory authority) and the Finance Commission of the District Council (supervisory authority), information to Cantonal Bank certificate holders, publications such as Annual Report and Sustainability Report.

- Industry representatives: Association memberships, involvement in the region (see [Website](#)).
- The public: Website, social media, blog, media relations, publications (Annual Report, Sustainability Report).

## Memberships and partnerships

BLKB uses memberships in relevant initiatives and associations to further develop its commitment to sustainability. The following organisations are especially important for integrating sustainable practices into the core activities and for learning more: ASCB, SSF, Swiss Bankers Association. BLKB joined the AMAS in December 2024. Membership strengthens their position and enables them to play an active role in shaping the regulatory environment. A complete list of BLKB memberships can be found on the [website](#).

When implementing its climate strategy, BLKB also considers the various organisations and frameworks shown in the table below. Memberships are reviewed periodically to ensure that projects relating to sustainability have a long-term focus. The Net-Zero Banking Alliance decided to make changes in 2025 and transition from an open climate framework to membership-based one. For BLKB, the Alliance will remain an aid for implementing the legal and regulatory requirements for climate targets and transition plans.

## Relevant organisations and frameworks relating to climate topics

Initiative	Significance for BLKB
Baselbieter Energiepaket (Basel Region Energy Package):	Cantonal development programme for energy efficiency and renewable energy in the buildings sector.
Climate Action 100+	Climate Action 100+ (CA100+) is an investor-led initiative to ensure that the world's largest corporate emitters of greenhouse gases take the steps necessary to combat climate change.
Energy Agency of the Swiss Private Sector (EnAW)	The EnAW advises Swiss private sector companies in industries and sectors on how to increase their energy and resource efficiency continuously by switching to renewable energies. It supports companies by suggesting specific ways to reduce their costs and CO <sub>2</sub> emissions and increase their energy and resource efficiency.
Climate Charter of the Northwestern Switzerland Government Conference	With the Climate Charter, the Cantons of Basel-Landschaft, Basel-Stadt, Aargau and Solothurn in Northwestern Switzerland agree to work harmoniously with each other and the Federal government to find solutions and use synergies in the following areas: Energy efficiency and expansion of renewable energies, mobility, indirect emissions, spatial planning, promotion of innovation, monitoring, communication.
Climate strategy Canton Basel-Landschaft	With the Canton of Basel-Landschaft as the principal owner, BLKB sees the exchange and mutual coordination of climate protection efforts as a matter of course.
Swiss Climate Foundation	BLKB works with the Swiss Climate Foundation and other business partners to promote innovative climate-relevant projects for small and medium-sized enterprises in Switzerland and the Principality of Liechtenstein.
swisscleantech	As a swisscleantech business association member, BLKB is committed to helping Switzerland become climate-neutral. The association's goal is for Switzerland to be CO <sub>2</sub> -neutral by 2050.
Swiss Sustainable Finance (SSF)	An SSF member, BLKB aims to make Switzerland a sustainable financial centre.

# Responsible products and services

As a typical universal bank, BLKB offers a wide range of products and services for private and corporate clients. Anyone wishing to open an account in Northwestern Switzerland, save or invest money or have their property or business financed will find BLKB to be a competent local partner. BLKB aims to offer its customers in all business areas products and services that consider individual needs and meet social and environmental standards. BLKB contributes specifically to the sustainable development of the region and beyond through its innovative range of products and services, which are also available digitally. Furthermore, developing its diversified and profitable offers makes BLKB more competitive in its core business areas of mortgages, loans, investments and its core business.

BLKB strives to optimally meet the credit requirements of the regional economy and population. In doing so, it can accept only those risks for which it is compensated and the occurrence of which would not jeopardise its existence (see [Annual Report 2025](#), from p. 82). In the loan and investment business, the integration of ESG criteria aims for more a comprehensive risk management of portfolios, and BLKB therefore systematically implements such practices.

With more than ten years of experience in the field of sustainable investments, BLKB can offer a wide range of investment solutions that take environmental, social and corporate governance criteria into account. With its ambitious sustainability approach, BLKB has established a clear framework for its sustainable investment solutions and asset management mandates, which it further developed during the reporting year.

As an important financial partner of the real estate and corporate sector in Northwestern Switzerland, BLKB can offer its customers options for contributing to a more climate-friendly future through their financial decisions. Customers include many real estate owners who are legally obliged to convert their homes and building portfolios into net zero facilities in the years ahead. BLKB supports them step by step with professional advice and financial services.

## Mortgage business

Starting in January 2026, the amendment to the cantonal Energy Act provides that the Canton of Basel-Landschaft will be permitted to replace heating systems only with systems that use renewable energies. The canton thereby aims to reach its net zero target in the building sector by 2045. BLKB is committed to further facilitate financing for energy-efficient construction projects. In 2025, it further developed its offers for energy-efficient properties with various measures to help customers with implementing the new regulations for private as well as for investment and commercial properties.

During the reporting year, it introduced an additional online tool on its website to facilitate the start of the change. The Renovation and Sustainability Calculator suggests renovation strategies for single-family homes and condominiums. It uses the data on a building to calculate the costs and subsidies for energy-efficient renovations and their impact on the building's energy balance. This information makes it possible to plan renovations step by step. Those who already know the renovations they want to make will find more information about their project on the well-established online platform "home2050", which BLKB operates with the regional energy providers EBL and Primeo Energie. The platform enables homeowners to quickly and easily calculate the most important parameters for replacing the heating system or installing a photovoltaic system or electric vehicle charging station. As part of the "home2050" initiative, two to three specific, comparable quotes will also be obtained based on an objective on-site consultation.

BLKB also changed its advisory practice during the reporting year and created a property advisory department to improve the quality of its services. It has been advising customers centrally and comprehensively on energy-efficient renovations since the start of 2025. By the end of the year, around 90 customers had benefited from this service.

In 2025, BLKB also launched its revised Energy Mortgage plan, which is designed to support private owners with getting the investments they need for energy-efficient renovations and environmentally friendly new residential buildings. The new and more comprehensive version of the Energy Mortgage plan offers even more attractive terms and, among other things, free advice by phone from the BLKB Taxes and Estate Planning department for customers on the tax implications of energy-efficient renovations.

To promote its new offerings, BLKB trained its salespersons during the reporting year by means of an internal roadshow and kept its customers informed with newsletters and other forms of communication. As a strategic partner of the Baselbieter Energiepaket (Basel Region Energy Package) promotional programme, BLKB also held several events about energy-efficient buildings for property owners and SMEs.

### Commercial lending business

As a cantonal bank, BLKB must optimally meet the lending needs of its regional business partners and population while considering clear processes and uniform allocation criteria as well (see [Annual Report 2025](#), from p. 82 onwards). BLKB also considers the ESG criteria for significant risk mitigation measures and to meet regulatory requirements. BLKB does not currently offer any products specifically geared to promoting environmental and social activities concerning commercial loans (e.g. sustainability-linked loans) but nevertheless monitors market trends and customer needs in this connection.

In BLKB's opinion, the following exclusion sectors are subject to very high ESG risks and thus ineligible for financing:

- Manufacture of weapons and military combat vehicles
- Production of fossil fuels
- Mining of coal and lignite; other mining activities

An internal bank credit committee reviews credit applications from companies operating in the following sectors to categorise the risks, including reputational risks:

- Aircraft builders / airlines
- Tobacco
- Genetically modified seeds
- Gambling

BLKB is a founding partner of the Swiss Triple Impact (STI) platform for the Basel region to promote sustainable business practice among regional SMEs. The STI platform advises companies about identifying and addressing their opportunities relating to the environment and social issues with a view to making them more competitive.

### Investment and asset management business

BLKB invests its clients' assets in the financial market while safeguarding their interests and focusing on an optimised risk/return ratio. For over ten years, this has also included the systematic consideration of relevant sustainability topics for the bank. Such considerations are based on the belief that companies well positioned with respect to these factors

will be more successful in the medium- to long-term and face fewer financial risks.

At the same time, BLKB positively screens its investment solutions to meet its sustainability targets. Its solutions are thus likely to be suitable for companies and organisations with more sustainable business practices than generally found in the industry. All BLKB investment solutions are therefore deemed sustainable, also in line with the regulatory requirements of the Swiss Bankers Association (SBA) and AMAS. BLKB therefore underlined the specific sustainability targets in the reporting year, intensified the integration of sustainability into the investment process, provided its employees with training and updated its communication material (see [Customer satisfaction](#)).

All investment products and asset management mandates that BLKB offers to private individuals are in line with its sustainability criteria. BLKB releases its Sustainable Investment Universe monthly based on ESG data from MSCI and other data providers. This is a list of equities and bonds from issuers that are of investment grade based on BLKB's sustainability criteria. This selection process begins with the exclusion of industries based on negative screening so as to minimise material sustainability risks in particular.

Exclusion sectors for equity investments are:

- Promotion of fossil fuels
- Fossil-fuel-based power stations
- Nuclear energy
- Air travel
- Tobacco
- Genetically modified seeds
- Gambling
- Weapons

A revenue share threshold of 0% applies to the business activities mentioned, except for fossil fuel power stations, gambling and weapons, where up to 5% is permitted. In addition, companies that grossly violate the principles of the UN Global Compact or are involved in other serious controversies or violate Swiss basic standards of the Swiss Association for Responsible Investments (SVVK-ASIR) are excluded from the Investment Universe. The materiality of the exclusion criteria is regularly reviewed and adjusted as needed.

The next step involves rule-based, index-linked portfolio management by underweighting or overweighting the selected securities based on the MSCI ESG rating. In active asset management, the selection of the shares of 45% of

companies with the best ratings according to the MSCI ESG rating (best-in-universe approach) is carried on the basis of positive screening. In addition, the equity research team subjects this selection of the Sustainable Investment Universe to its own assessment of business practices in relation to sustainability topics. In the case of bonds, companies and countries with at least a BBB ESG rating are selected. Third-party funds used are also analysed based on sustainability criteria. Most BLKB investment solutions have a AA rating in the MSCI ESG rating.

### BLKB investment products

The investment solutions come with various risk profiles to address the range of customer needs. BLKB continues to develop its range of investment products in line with these changing needs. It restructured its asset management services during the reporting year and launched the public tranches of its “BLKB Selection – Equity Europe ex CH” regional fund. The “BLKB Selection (CH) – Equity Switzerland Focus” equity fund launched in 2023 exceeded an investment volume of CHF 100 million at the end of 2025. BLKB’s other sustainable investment funds also posted significant growth during the reporting year.

In addition to investment funds, the offer includes asset management (AM) mandates and themed equity baskets, for example with a focus on Northwestern Switzerland, providers of climate protection solutions, digitalisation, and demographic factors. The wide spectrum of investment solutions and funds offer suitable solutions for a range of customer segments and make it possible to enter the financial markets even with small amounts and to invest money sustainably. During the reporting year, the portfolio of asset management mandates was comprehensively revised to meet different investment needs in an even more targeted manner. As with the investment funds, the AM mandates also offer “ESG Standard” and “ESG Plus” solutions for clients with a particular interest in sustainability. In e-banking and through their BLKB advisors, customers with a Duo or Trio custody account can access the bank’s equity recommendations that systematically consider sustainability aspects.

BLKB offers another investment opportunities in partnership with the Lombard Odier private bank in Geneva: The Future Shift asset management mandate, which is available from BLKB and managed by Lombard Odier, as well as the BLKB-LO Future Shift Global Equities joint fund, invest worldwide in companies that address social and environmental challenges with innovative and digital solutions.

### Active ownership

For BLKB, responsible investment means systematically exercising voting rights and maintaining focused dialogues with companies in its investment portfolio. To this end, BLKB is an active partner of the Ethos's Active Ownership programme and a member of the Climate Action 100+ climate initiative. BLKB thus comprehensively safeguards its investment clients’ interests with the aim of maintaining the long-term value of its investments and contributing to the sustainable development of the real economy. The [KPI on society](#) table below shows the most important figures on Active Ownership. BLKB has set out the key principles of its activities in its [Active Ownership Policy](#).

### Basic banking business

BLKB was among the first banks in Switzerland to offer a sustainability component in the Future Account since 2020. This is linked to the Forest of Tomorrow project in cooperation with the WaldBeiderBasel association. Here, account holders support a regional project that contributes to climate protection. The account interest is currently being used to plant climate-resistant trees in the Canton of Basel-Landschaft.

The Future gift savings account is a further addition to the range of sustainable products in BLKB’s basic banking product range. It provides children, grand- and godchildren with a nest egg for their adult life while also supporting the Forest of Tomorrow project.

With BLKB's Jobs for Juniors debit card, customers donate ten francs as an additional annual contribution to help young people enter the job market. BLKB supplements this donation with a share of the transactions made with the card. The total amount CHF 620,950 during the reporting year goes to Job Factory Basel AG and the LBV apprentice association for SMEs. Both institutions offer and arrange apprenticeships and internships for young people.

BLKB distributes gold obtained from domestic banks: Fair-trade gold from a Max Havelaar-certified mine in Peru as well as green gold from Australia (see [Ethical procurement](#)).

### Digital transformation and innovation

BLKB invests in competitive digital products and services for its customers. The heart of the current corporate strategy include BLKB's sustainable growth objectives, income diversification, efficiency and the advisory service experience.

BLKB firmly believes that partnerships play a positive role in further developing its business model and innovation capacity. The bank has therefore further expanded its collaboration with strategic partners in recent years, for example with the digital asset manager True Wealth AG. The multi-year partnership between the two companies has created the prerequisites for True Wealth AG to expand its offer by adding investment solutions for young people and children. Although adults manage the account, the beneficial owners are children and young people.

In 2025, BLKB completed the final steps of a proprietary software that standardises and digitises the end-to-end mortgage process for private clients. The application reduced processing time of new mortgages by around 30%, thus easing the administrative burden along the entire value chain. The time savings are invested in advising clients. Furthermore, the number of aids used was reduced by more than 65%, and hundreds of test rules were automated. AI support has also been integrated into the process. The application improves the customer experience and increases the efficiency and quality of the process.

In 2025, the implementation of standardised digital processes across all channels was further advanced. The aim was to use digital solutions to address recurring standard queries and enable customers and sales staff to use them efficiently. The respective functionalities are available in BLKB e-banking and mobile banking services and support the sales effort in conjunction with customer self-services. Over the coming months, additional functionalities will be introduced gradually also beyond the private client segment.

### **Innovations at subsidiaries**

For the BLKB (CH) Sustainable Property Funds real estate fund launched at the end of July 2025, environmental and social criteria as well as aspects of good corporate governance are taken into account in the management and decision-making processes relating to properties. For the fund, which is allocated to Northwestern Switzerland and neighbouring economic regions, KPIs have been defined in all ESG dimensions to monitor its performance. The portfolio is linked with the Swiss Sustainable Real Estate Index (SSREI).

BLKB Fund Management AG has been offering strategic real estate advisory services for yield-producing and operational properties since April 2024. An important objective here is to support the long-term climate strategy for Switzerland in the real estate sector as approved by the Federal Council. To this end, BLKB Fund Management AG advises its customers on energy-efficient renovations. It contributes to the development and implementation of sustainability strategies for real estate portfolios and offers services in the area of real estate transactions.

# Governance

## Profile of the organisation

BLKB is a public-sector company with its own legal personality in which the Canton of Basel-Landschaft holds a 74% stake. BLKB Group consists of the parent bank as well as the subsidiaries BLKB Fund Management AG and radicant holding ag, the latter of which in turn comprises its subsidiaries radicant bank ag (now radicant ag) and radicant business services ag (see [Profile of BLKB Group](#)). BLKB's business management system is described starting on page 35 of the [Annual Report 2025](#); the Group structure is described on page 39. During the reporting year, BLKB reviewed its organisational structure and policies as well as the documents of its subsidiaries in their entirety. Accordingly, it has taken various measures to clarify and strengthen its corporate governance and that of its consolidated subsidiaries. BLKB's revised Organisational and Business Regulations entered into force on 1 January 2026. In particular, the division of powers and responsibilities has been clarified with regard to the BLKB's executive bodies and consolidated subsidiaries (see [Annual Report 2025](#), p. 36).

## Sustainability management

Through its organisation, BLKB seeks to facilitate effective sustainability management. Sustainability is defined in the corporate strategy and mission statement (see [Forward-looking approach](#)), both of which are approved by the Board of Directors. The Board of Directors supervises the strategy and determines its implementation. BLKB's [Organisational and Business Regulations](#) (OBR) lay out the powers and obligations of the Board of Directors and the Executive Board. For the other organisational units and employees of the bank, the responsibilities, objectives and incentives with regard to sustainability are laid out in the "Sustainability management" governance and collaboration model, which the Executive Board has defined together with the Sustainability department. As requirements and methods are constantly evolving, BLKB regularly reviews roles, tasks and competence profiles and adjusts them as needed.

BLKB has an external sustainability advisory committee comprising four experts. Under the leadership of the Sustainability department, the Advisory Board advises BLKB on strategic and operational issues relating to sustainability. It acts in a purely advisory capacity and is independent of the Board of Directors and the Executive Board, thus strengthening the forward-looking approach to the organisation's business policy, products, services, processes, corporate culture and internal and external communication. The Board of Directors has three committees that prepare decisions relating to sustainability. The Strategy and Executive Commit-

tee (SEC) reviews progress made in the corporate strategy, including sustainability topics, annually as part of its strategy controls. The Audit and Risk Committee (ARC) is responsible for risk and reporting. The Nomination and Compensation Committee (NCC) ensures that sustainability management is adequately taken into account in the job profiles of Executive Board members. The Executive Board's variable remuneration is linked to the company's objectives at the operational level as well as with respect to ESG criteria (see [Annual Report 2025](#), p. 60).

The Executive Board is responsible for operational implementation of the corporate strategy, including reaching sustainability and climate targets. It reports to the Board of Directors in coordination with the committees of the Board of Directors. The sustainability department in the Wealth Management unit works closely with the Chief Sustainability Officer, the CEO and the Executive Board. Together, they define the strategic sustainability targets and support the departments in defining and implementing suitable measures.

The Board of Directors and the Executive Board are informed and trained on relevant sustainability-related topics as required. During the reporting year, this included, among other things, inputs on the double materiality analysis, climate reporting and climate-related financial risks.

## Monitoring of sustainability risks including climate risks

The Chief Financial Officer (CFO) is responsible for risk control and the associated Risk Control department to ensure that all risks are monitored – including climate-related financial risks starting in 2025. The Chief Risk Officer (CRO)'s Risk Control department continuously monitors risk trends, provides risk reports and includes monitoring in the risk management framework (see [Annual Report 2025](#), from p. 81 onwards). The Treasury department reports to the CFO in addition. It is responsible for financial risks management. In this connection, the Treasury department also manages climate-related financial risks.

The management and control of climate-related risks is described in the [Risk management and control](#) chapter.

## Sustainability management in the business areas

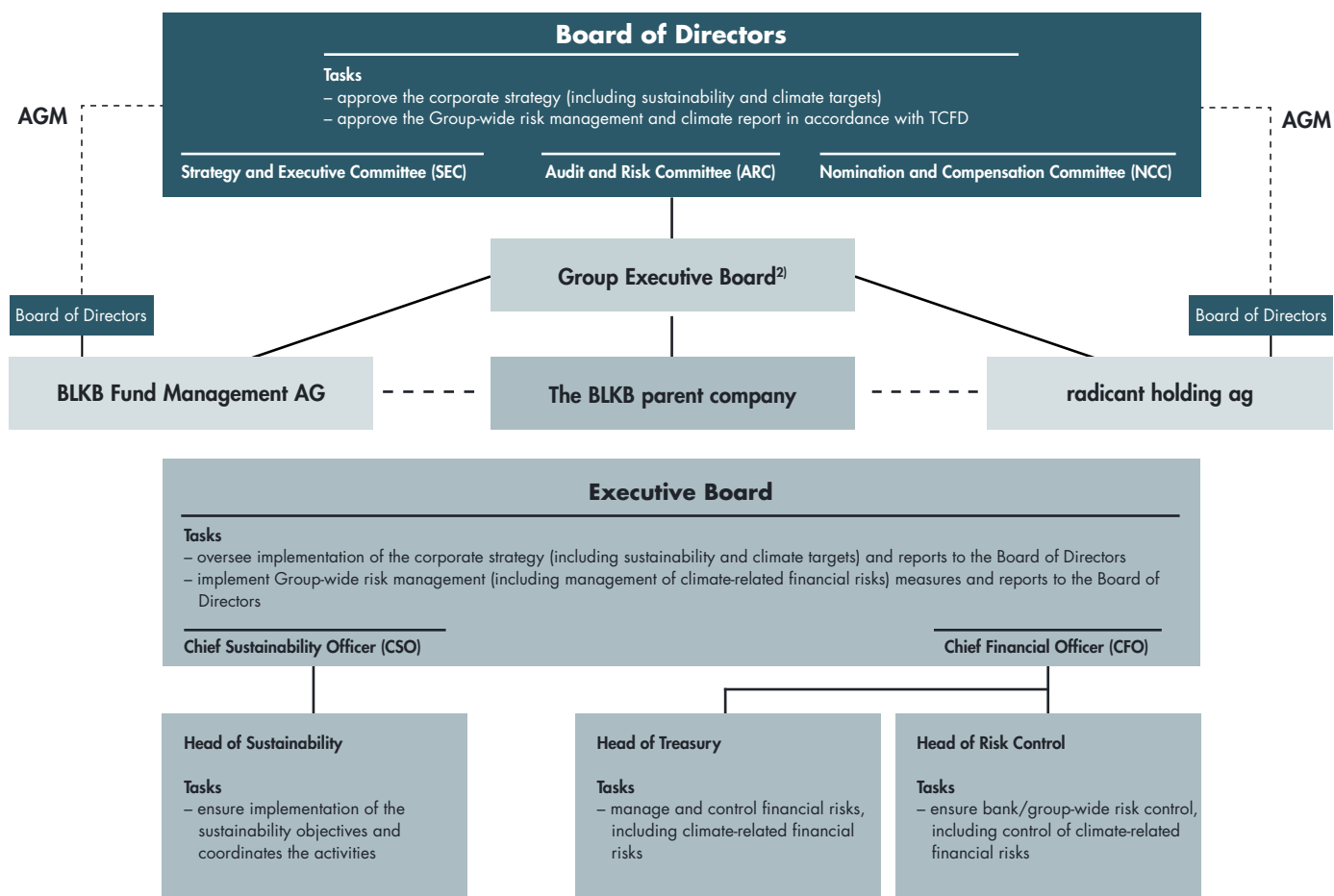
A Group-wide ESG network supports the forward-looking approach as found in the various business areas. The network includes experts from the parent company and subsidiaries who promote ESG topics in various specialist areas.

In the investment business, BLKB created a Sustainable Investment Committee (SIC) in 2024. It is responsible for the sustainability strategies of the investment solutions. These include, in particular, sustainability criteria in the investment process (definition of the exclusion criteria and the sustainable investment universe) as well as active ownership with voting rights and engagement. At the same time, the SIG makes the final decisions on overruling in the areas of exclusions and ESG scores for individual investments as well as the exercise of voting rights (see [Investment and asset management business](#)).

### Management of climate issues

The SEC in the Board of Directors is also responsible for strategic climate issues and receives updates from the Sustainability department on progress in reaching climate targets as needed. The Sustainability department serves as the main contact for all strategic and operational matters relating to climate issues. It sets the climate targets, develops implementation measures with the relevant departments and thus complies with the Federal Council's Ordinance on Climate Disclosures and the recommendations of the TCFD.

### Governance structures in sustainability and climate matters according to the adjusted Group structure (valid as of 1 January 2026)<sup>1)</sup>



1) Group structure since 1 January 2026, based on the resolutions of the Board of Directors of 17 December 2025.

2) The Group Executive Board's role was enhanced as part of the revision of the Organisational and Business Regulations.

----- Co-determination under company law    - - - - Regulatory reporting line    ——— Direct reporting line

**Strategy and Executive Committee (SEC):** The SEC reviews and assesses how climate issues are considered and managed in the banking business and the effects of banking on the climate. In particular, this includes strategy, medium-term and annual planning, budgeting and resource planning with regard to climate issues.

**Audit and Risk Committee (ARC):** The ARC committee reviews and assesses the appropriate consideration and management of climate risks and opportunities in the banking business as well as the effects of the banking business on the climate. In particular, this includes risk management, governance and reporting on climate issues.

**Nomination and Compensation Committee (NCC):** The NCC ensures that forward-looking topics such as sustainability, climate and cyber risks are also included adequately in the job profiles of the CEO and Executive Board members and that these criteria are included in the "Requirements Profile of the Board of Directors" that the Cantonal Council has approved.

CSO = Chief Sustainability Officer, Head of Wealth Management

CFO = Chief Financial Officer, Head of Financial & Risk Management

## Climate disclosures as part of overall reporting

Report	Frequency of publication	Committees responsible	Target audience
<b>Sustainability Report incl. disclosure in accordance with CO 964a et seq. and TCFD</b>	Annual	<ul style="list-style-type: none"> <li>– Executive Board</li> <li>– ARC and Risk Committee</li> <li>– Board of Directors</li> </ul>	Public
<b>Annual Report of the Group</b>	Annual	<ul style="list-style-type: none"> <li>– Executive Board</li> <li>– ARC</li> <li>– Board of Directors</li> </ul>	Public
<b>Report on implementation of climate targets</b>	Annual or as required	<ul style="list-style-type: none"> <li>– Executive Board</li> <li>– ARC and Risk Committee, SEC, NCC (topic-specific information)</li> </ul>	Internal
<b>Risk Report of Group</b>	Semi-annual	<ul style="list-style-type: none"> <li>– Executive Board, ARC and Board of Directors</li> </ul>	Internal
<b>Risk Report of parent company</b>	Monthly	<ul style="list-style-type: none"> <li>– Executive Board</li> </ul>	
<b>Information about the latest developments and insights into bank-relevant climate issues</b>	Ad hoc Ad hoc Ad hoc	<ul style="list-style-type: none"> <li>– Board of Directors</li> <li>– Committees of the Board of Directors</li> <li>– Executive Board</li> </ul>	Internal

# Risk management and control

In line with the Owner Strategy of the Canton of Basel-Landschaft, BLKB pursues a prudent risk policy with the aim of securing cautious risk exposure for the Canton and ensures appropriate risk management. Risk management aims to balance risk and return and ensure solvency regardless of the economic environment. Detailed information about risk management and risk control can be found in the [Annual Report 2025](#) under Business and Risk Policy from page 33 and in the “Notes to the annual financial statements” from page 81.

In accordance with the rules on non-financial reporting under CO 964a et seq., the Ordinance on Climate Disclosures and FINMA Circular 2026/1, only “Nature-related financial risks” are discussed below.

## Management of sustainability risks

BLKB Group has an integrated risk management system. Every year, the Board of Directors assesses the risks shown in a risk catalogue. During the reporting year, sustainability risks were defined as a separate risk category. They include potentially negative effects on the bank's activities, clients and counterparties as the result of environmental (climate and natural) and social and governance factors. If material, the effect of these risk drivers on the bank's established quantitative and qualitative risk categories is assessed as well. The bank assesses these risks in accordance with the legal and regulatory requirements, in particular FINMA Circular 2026/1 “Natural financial risks”.

At BLKB, the management and control of climate-related risks is divided into three lines of defence: Operational risk management forms the first line of defence and is primarily located in the Sustainability, Treasury and Credit Risk Management departments. The Risk Control department ensures preparation of the above-mentioned risk assessment by the Board of Directors and the conceptual compliance with all other FINMA requirements as a second line of defence. These requirements also include the climate risk analyses in accordance with FINMA Circular 2026/1 “Nature-related financial risks”. The third line is internal audit.

The Group-wide principles for managing and controlling risks are set out in the [Regulations on Risk Control](#) and detailed in the Risk Policy. These principles were adjusted to the new FINMA requirements in autumn 2025 (see “Notes on risk management and risk control” in the [Annual Report 2025](#), from p. 81).

## Climate-related financial risks

BLKB reviewed its climate-related financial risks during the reporting year. To this end, it has already applied the structure and methodology for risk management as laid out in FINMA Circular 2026/1 from 1 January 2027. A scenario analysis was conducted on climate-related financial risks – broken down into physical risks and transition risks – over three time horizons (5, 25 and 55 years) and by applying the three scenarios RCP 2.6, 4.5 and 8.5 developed by the IPCC. The materiality of climate risks was determined in accordance with the provisions of FINMA Circular 2026/1.

## Physical risks

BLKB assessed the physical risks on the basis of quantitative data. The assessment indicated an increased exposure to natural hazards – such as droughts, river floods, heavy precipitation, landslides, storms and forest fires – due to climate change. In this regard, BLKB benefits from its advantageous location in Northwestern Switzerland compared to the Alpine region. While risks such as heat waves and heat stress also affect the environment, people and the economy, they have only a limited effect on property and its value in Northwestern Switzerland. Risk is also greatly reduced by the fact that potential losses in the cantons relevant to the BLKB portfolio are partially cushioned through the compulsory building insurance.

BLKB therefore did not identify any significant location-related physical climate risks in the mortgage portfolio or in commercial loans in any of the RCP scenarios mentioned. From this perspective, BLKB is not required to take any specific measures. Nevertheless, it considers continuous further monitoring to be essential. At the same time, the bank is pursuing a comprehensive climate strategy with reduction targets as part of the net zero targets set by the Federal government and the canton as well as its own strategic requirements, which could also have a mitigating effect from a physical risk perspective in the future (see [Climate change](#)).

## Transition risks

BLKB undertook a largely qualitative analysis of transition risks during the reporting year. Quantitative forecasts of CO<sub>2</sub> prices and average household income were taken into account only for assessing default risks in the form of customers' declining ability to repay mortgages.

In the short term, there are no significant climate-related transition risks for BLKB's mortgage business. In the medium term, the bank will be potentially affected by climate-related regulatory or political developments in the RCP 2.6 scenario

due to the geographic concentration of its mortgage portfolio. The Canton of Basel-Landschaft has currently set itself intermediate targets toward net zero in the building sector and in the industrial and commercial sectors. Direct greenhouse gas emissions in the building sector, for example, are to drop by 60% by 2030 and reach net zero by 2045. In the medium to long term in case of severe global warming, stricter political and regulatory measures could lead to financial burdens, particularly for owners of unrenovated properties with a poor carbon footprint. This could affect their ability to repay mortgages and cause the value of such properties to decline. With regard to industry and commerce, the Canton of Basel-Landschaft has set itself the target of reducing direct greenhouse gas emissions by 30% by 2030 and by 70% by 2050.

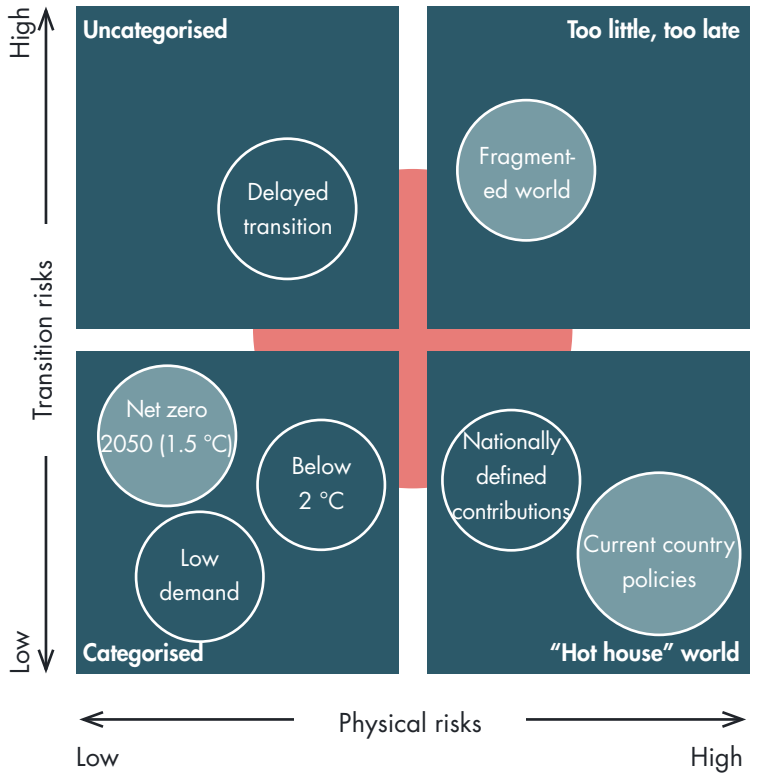
The RCP 8.5 scenario includes the risk of higher loss in value on mortgages and of default on commercial loans in the medium term. In more realistic scenarios such as RCP 4.5, transition risks are lower but still considered material from 2050.

From a short-term risk perspective, no risk mitigation measures are currently required for BLKB's mortgage and corporate loan portfolios. This is not the case from an impact perspective, where targeted reduction measures are necessary. In accordance with national regulations, cantonal requirements and its own corporate strategy, BLKB is obliged to continuously reduce its CO<sub>2</sub> emissions (including financed ones) with a view to reaching net zero by 2050. From the medium-term perspective, climate risks are becoming increasingly financially relevant, whereby the impact perspective combines with the risk view. As investments in the real estate sector have long terms, BLKB already takes climate-relevant aspects into account in its mortgage lending and advisory services. BLKB thus aims to support customers in making sustainable investment decisions and to reduce its and their exposure to such risks (see [Mortgage business](#)).

### Stress tests

As in 2024, BLKB also carried out macroeconomic stress tests for a ten-year period based on NGFS scenarios during the reporting year to assess the potential effect of climate-related risks on the loan and mortgage portfolio. Specifically, the three scenarios "Net zero by 2050 (1.5 °C)," "Fragmented world" and "Current country policies" were examined (see chart below). The results of the loss simulations for all three scenarios show that BLKB has no significant exposures to climate risks over a period of ten years. This conclusion is consistent with the analyses of the physical and transition climate risks.

**NGFS scenario framework**



Legend: Net zero 2050 (1.5 °C): in accordance with Paris Climate Agreement; below 2 °C: in accordance with Paris Climate Agreement; low demand: economic slowdown; fragmented world: no coordinated climate policy; nationally determined contributions: Under the Paris Climate Agreement every country is expected to make national determined contributions (NDC), which when combined result in the promised global efforts to reduce CO<sub>2</sub> emissions; current country policies: Target line if no measures other than those already in place are implemented. Source: ngfs.net.

# Non-financial reporting on radicant

In accordance with Art. 964 a et seq. CO and the requirements of the Ordinance on Climate Disclosures.

## About the company

BLKB is the majority shareholder of radicant holding ag, which has its head office in Liestal. As at 31 December 2025, radicant holding ag consisted of the subsidiaries radicant bank ag (now radicant ag) and radicant business services ag in Zurich. radicant bank ag, a digital financial services provider with its own banking licence, has its own subsidiary, the radicant innovation hub, in Lisbon (Portugal).

In November 2025, BLKB, as the majority shareholder of radicant holding ag and its subsidiaries, decided to return the banking licence of radicant bank ag and initiate an orderly liquidation. The fiduciary branch of radicant business services ag was sold earlier in the reporting year. In early 2026, the radicant innovation hub was also sold. Customer deposits of radicant bank ag are fully protected. A successor has been put in place for customers, which will continue to have access to innovative banking services and have the option of transferring their business relationship to Alpian. An agreement to this effect between radicant bank ag and the Swiss bank Alpian SA was signed in December 2025. Detailed information on the majority stake in radicant holding ag can be found in the [Annual Report 2025](#) starting on page 15. The contents of this chapter primarily relate to the report concerning radicant bank ag, the only remaining business unit of radicant holding ag in operation at the end of 2025.

## Products and services

Following its founding in 2021, radicant bank ag positioned itself as a digital bank with high sustainability standards. The investment focus was on companies with a documented positive contribution to the environment and society. Investment products were SDG-oriented or impact-aligned according to the Eurosif classification of sustainable financial investments. radicant bank ag managed the “Swiss Sustainable Equities”, “Global Sustainable Bonds” and “Global Sustainable Equities” sub-funds of the “radicant SDG Impact Solutions” investment fund. As at 19 December 2025, all investment management activities for these funds have been discontinued. radicant bank ag implemented its own active ownership strategy for its equity funds in 2025. Its active ownership policy was based on the Swiss Stewardship Code.

## Relevant stakeholder groups and material issues

As a BLKB investment, radicant bank ag used BLKB’s double materiality analysis in 2025 to determine its relevant stakeholder groups and key topics. For details on the Group’s materiality process, see the [“Forward-looking approach”](#) section and the [CO Index](#), which also explains the effects, risks and opportunities for matters pursuant to Art. 964b CO. In view of the relative size and integration into the Group’s processes, the non-financial figures are not published separately for radicant bank ag but reported on a consolidated basis for BLKB.

## Governance, risk management and control

radicant bank ag must meet the Supervisory Authority’s specific requirements, in particular with regard to investor and creditor protection, corporate governance, risk management, data protection and security, and combating corruption and money laundering. The most important principles are laid out in the Risk Policy and the associated regulations and directives. The [Code of Conduct](#) lays out the key principles that all employees must observe. The sustainable corporate governance of radicant bank ag includes not only measuring its financial performance but also meeting its sustainability targets.

The Board of Directors is responsible for setting the sustainability, climate and biodiversity strategy. The Executive Committee is responsible for its implementation. Sustainability aspects are included in particular in internal directives on procurement, business travel and supplier management. Sustainability and SDG impact-oriented targets can also be found in all policies and directives relating to financial products. The internal control system (ICS) also monitors, among other things, the mitigation of the risk of greenwashing in financial products and customer communications.

The governance structure of radicant bank ag is an integral part of BLKB’s Group-wide governance, which was enhanced during the reporting year. For example, BLKB reviewed its organisational structure and policies as well as the documents of its subsidiaries in their entirety during the reporting year. Accordingly, it has taken various measures to clarify and strengthen its corporate governance and that of its consolidated subsidiaries. For example, BLKB’s Organisational and Business Regulations were revised and entered into force on 1 January 2026. In particular, the division of powers and responsibilities has been clarified with regard to the BLKB’s executive bodies and consolidated subsidiaries (see [Annual Report 2025](#), p. 36). The principles of corporate governance, risk management and internal control are

defined at Group level and, taking into account regulatory independence, also apply to radicant bank ag (see "[Governance](#)", "[Risk management and control](#)").

Customers of radicant bank ag can contact the Swiss Financial Ombudsman Office (FINOS), with which radicant bank ag is affiliated, in case of disputes relating to financial services.

### Employee concerns

Employees of radicant bank ag work in Switzerland. Employees who work for radicant innovation hub are an exception, as the head office is in Lisbon. The announced wind-down of the bank did not result in any systematic reduction in staff by the end of 2025. Customers will receive support until their bank accounts have been fully closed.

radicant bank ag is committed to ensuring equal opportunities, mutual respect and a non-discriminatory working environment. Discrimination, harassment and bullying are not tolerated. These principles are explained in the Code of Conduct and are binding for all employees. Internal reporting mechanisms are in place for employees to confidentially report possible violations of these principles. Notifications are reviewed based on defined procedures and will result in measures as needed. One notification was reviewed and closed in the reporting year. It did not lead to any significant findings, and no need for action was identified for the reporting mechanisms and processes in place at the company.

radicant bank ag has always attached great importance to further developing its employees and has an internal training academy for this purpose. Specific individual further training programmes and coaching sessions to support employees in their future job search are being offered as the company winds down. Key figures on employee issues of radicant bank ag are not disclosed separately. Reporting is carried out within the framework of the consolidated annual key figures of the Group (see [KPI on people](#)).

### Social matters

radicant bank ag received B Corp Certification in 2025, which confirms that it meets high standards in areas such as employee performance, environmental compatibility and supply chain issues. radicant bank ag pursued a mobile-first strategy and offered products and services via its own app. Customers can contact Client Service if they have any questions. radicant bank ag meets the Supervisory Authority's data protection and security requirements as laid out in its relevant regulations and directives.

### Combating corruption; respect for human rights

radicant bank ag uses a range of measures to promote integrity and transparency. The Code of Conduct prohibits breaches of competition rules, money laundering and corruption, and it requires all employees to comply with statutory regulations. In 2025, there were no reported violations of ethical standards or compliance rules. The company has a whistleblower desk where reports of misconduct can be submitted anonymously. Discrimination and harassment are not tolerated, and all managers are obliged to observe the diversity and anti-discrimination guidelines. No critical incidents were reported in 2025.

The supplier analysis using UNICEF's Children's Rights in the Workplace Index found no indications of risk exposure during the reporting year. Risk analyses at radicant bank ag found no exposure to precious metal risks. radicant bank ag uses the BLKB parent company's procedures when reviewing its supply chain for child labour and human rights practices (see [Business ethics](#)).

### Climate and environmental concerns

In 2024, radicant bank ag took part in the Paris Agreement Capital Transition Assessment (PACTA) conducted by the Federal Office for the Environment. PACTA assesses investment products' compatibility with various climate scenarios as well as possible climate-related risks and the resulting losses. The assessment results indicated that the investment products have a low CO<sub>2</sub> footprint and that the invested companies generate a large share of renewable energies. This indicates a generally strong compatibility with net zero climate scenarios.

radicant bank ag is integrated into the Group-wide processes relating to governance, strategy, risk management, including the figures and goals pertaining to climate risks. These processes and key figures are disclosed under "[KPI on environment](#)" in accordance with the TCFD. radicant bank ag's key figures on energy consumption and greenhouse gas intensity are not disclosed separately. Reporting is carried out within the framework of the consolidated annual key figures of the Group (see [KPI on environment](#)).

# People

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# Working conditions

Good working conditions promote the wellbeing of employees and help them perform well in their jobs. They also make the employer more attractive, boost motivation and satisfaction, and reduce employee turnover. BLKB therefore attaches great importance to providing attractive working conditions at all its business locations.

## Principles and priorities

As a conscientious employer, BLKB regards the applicable laws on working conditions as the minimum standard. It attaches great importance to safeguarding and respecting fundamental human rights in its business activities. These include non-discriminatory practices (including equal pay) and equal opportunities, the right to fair and safe working conditions, recreation and leisure time; social security, maternity or paternity leave, freedom of association, formation of trade unions, and the right to strike.

BLKB also attaches importance to the professional and personal development and employability of its coworkers. The increasingly digitised and rapidly changing working environment strongly influences the skills and competencies that workers need. The changes affecting the workplace in general require BLKB to develop in equal measure as its employees.

The parent company's HR strategy for the current period 2023–2027 focuses on further developing data management, collaboration, leadership, recruitment and employer branding, employee centricity, skills development and employability.

## Work culture

Human resource (HR) management is based on the internal HR strategy, which attaches great importance to a strong corporate and collaboration culture. Employees assume responsibility within the scope of their role and use their creativity and decision-making freedom for a specific purpose. An important element of a good work culture involves integrating the corporate value of "We work together" into daily operations with the help of the six leadership and collaboration principles:

- Freedom to make decisions
- Active feedback culture
- Output-orientation
- Active involvement as role model
- Empowerment that confers self-assurance
- Strong loyalty and integrity

All BLKB employees elect a five-member Personnel Commission as their voice for a three-year term of office. The Commission handles employee enquiries confidentially, participates in discussions on personnel-related topics and represents the interests of employees vis-à-vis the HR & Organisational Development department and the Executive Board.

## Leadership culture

Managers strive to ensure optimal conditions for good and goal-oriented collaboration. In the Leadership Academy, managers study leadership principles and BLKB instruments, such as employee surveys, as part of their training units. They are obliged to attend at least one specialisation module (the follow-up unit) per year. Leadership dialogue and exchanges of experiences among peers enable manager to discuss current issues regularly and make them part and parcel of their daily practice.

### Remuneration system

BLKB regards attractive and fair contracts for its employees as important for maintaining its self-image as a forward-looking employer. It offers attractive salary models with fixed and variable components that are within the normal range for the region and sector. Everyone can look up the roles, salary bands and evaluation criteria and compare them transparently on the intranet – a key prerequisite for ensuring equal pay for equal work. In addition, all employees can view their specific position in the sub-salary band in the personal profile of the HR information system. This provides additional transparency. BLKB received Fair-ON-Pay Advanced certification in 2024, which confirms equal pay for men and women. Certification was awarded following an analysis process audited by SGS that is valid for four years and requires regular data evaluations.

The remuneration system of the parent company's Executive Board aims to ensure stability in the long term. The system is described in detail from page 58 of the [Annual Report 2025](#). Since 2023, in accordance with the requirements of the Canton of Basel-Landschaft, variable remuneration for the Executive Board has been linked to reaching ESG objectives, including external sustainability assessments and employer attractiveness.

### Evaluations of working conditions and culture

The parent company evaluates the working conditions and culture by means of:

- Employee performance reviews: Regular and structured development discussions between line managers and employees are conducted in the form of Cockpit Dialogues, which are documented and comprise an important feedback channel.
- Surveys: BLKB evaluates its record as an employer, its employees' satisfaction levels, and the perception of its collaboration culture twice a year by means of Pulse surveys. The high scores in the two Pulse surveys in 2025 confirm the strong leadership and collaboration culture. Participation is generally high, with between 77% and 81% of employees completing the last three surveys.
- Induction and exit interviews, on- and offboarding surveys: BLKB receives optimisation tips during the interviews and surveys it carries out when employees join or leave the company. New managers have been undergoing standardised onboarding programmes since early 2025 as part of the Leadership Academy, supported by the HR Business Partners (see [Employee development](#)). During the reporting year, the process for employees who leave was optimised in general and supplemented with new aids for managers.
- Benchmarking: On the corporate ratings platform kununu, BLKB receives anonymous feedback from current and former employees and applicants on how it is perceived as an employer. Although such feedback is not representative, it nevertheless serves as a reputation barometer. BLKB's profile receives around 1,000 hits per month. With an overall score of 4.4 points and a further recommendation rate of 83% (as at 31 December 2025), BLKB is one of the most popular employers in the Swiss financial industry (sector average: 3.7 points, possible maximum kununu score: 5).

### Fixed-term employment

BLKB's business activities are generally carried out by employees with a BLKB contract. External temporary staff are called on only in exceptional cases and by specialised departments. Significant outsourcings are notified as prescribed by the Supervisory Authority (FINMA). In the area of IT in particular, BLKB arranges for services to be provided by external experts with long-term contracts. At the end of 2025, the parent company had six people on a fixed-term employment contract – one more than in the previous year. There were no employment arrangements without guaranteed working hours.

### Occupational health and safety

Employee health and safety is centrally important to BLKB. BLKB therefore focuses on prevention and has clear processes in its occupational health management system that enable it to respond quickly and effectively to incidents. In doing so, it strictly follows the recognised standards in the area of occupational health and safety. These are based on SUVA, BFU and FCOS guidelines and apply to the entire workforce. Safety officers at all BLKB locations monitor the implementation of these guidelines, identify new risks and report areas of concern. In doing so, they involve employees in developing and implementing the occupational health and safety management system. In addition, selected employees are trained in providing outpatient services at all locations. Situations such as robberies can pose an acute threat to the physical and psychological integrity of the employees concerned. The bank's security concept therefore includes numerous preventive measures. An external Care Team is deployed if a threatening situation should arise nevertheless. During the reporting year, six internal caregivers were also trained to bridge the time until the Care Team arrives.

Complementary voluntary commitments to promote employee health include sport and leisure activities. With its internal blog campaign “Zämme gsund” (“staying healthy together”), BLKB raises awareness among employees about issues relating to physical and mental health. Three new digital “pack-ah” (“roll up your sleeves”) online workshops with hands-on exercises on self-care, launched in 2025, complete the offer. If employees find themselves in a difficult personal situation, they can obtain confidential advice and support from an external specialist free of charge.

BLKB reports absences and other figures relevant to health and occupational safety quarterly to the Executive Board. Important findings are incorporated into the planning of measures and the risk analysis of the bank as a whole. Illness-related absences and other indicators are listed under “KPI on people”.

# Equal treatment and equal opportunity

BLKB firmly believes that equal treatment of all employees and equal opportunity are key principles of a corporate culture and decisive factors for the bank's performance. These principles are reflected in various fields of action, such as promoting diversity, ensuring non-discriminatory practices and striking a healthy work-life balance. By paying close attention to these issues, BLKB can increase its attractiveness and productivity as an employer while strengthening its ability to ensure equal treatment and equal opportunity at the same time. BLKB's focus in the current strategy period is on promoting age and gender diversity and inclusion.

## Non-discriminatory practices

Inclusive and non-discriminatory practices are a prerequisite for diversity. BLKB therefore sets clear boundaries for safeguarding the personal integrity of its employees. Discrimination, bullying and sexual harassment are not tolerated. The latter is explicitly set out in the General Terms of Employment, which are binding for all employees.

The Executive Board is clearly committed to respectful and judicious treatment of employees (see [Code of Conduct](#)) and to ensuring that personal boundaries are respected at all times. People in difficult personal situations can contact an external social counselling service confidentially, anonymously and free of charge. A whistleblower desk is there for critical incidents that are submitted anonymously (see [Internal whistleblower desk](#)). During the reporting year, the whistleblower desk did not receive any information or reports of discrimination.

## Diversity and equal opportunity

BLKB has set itself the goal of employing at least 30% women in Level Five to Eight functions (including the Executive Board) by the end of 2025. The share of women at these Levels at the end of 2025 was 27.8%, which is below the target. As part of the next strategy development process, the measures will be evaluated and new objectives defined.

## Inclusion

BLKB works with the Baseland Integration Centre (ESB) to offer jobs for people with impairments. The idea is to enable them to gain work experience in the primary job market. During the reporting year, three ESB employees worked at the company. The target of employing nine to ten people by the end of 2025 (1% of the workforce) was therefore not reached. As part of the next strategy development process, the measures will be evaluated and new goals defined.

## Flexible working

BLKB offers flexible working models: Employees can choose between longer or shorter working days, additional compensation days for reduced working hours, or additional days of unpaid leave. In principle, all positions are offered with a part-time option, i.e. a workload of 90% or less.

Working offsite is possible for up to 50% of an employee's working full-time hours if doing so meets internal requirements. At the request of the employees, BLKB has created the necessary conditions so that employees can work from abroad temporarily.

The head office in Liestal will undergo comprehensive renovations in the course of 2026, after almost 50 years of operation, and employees there will have to vacate the site temporarily. In autumn 2025, around 550 employees relocated to two temporary sites in Liestal and Münchenstein. The return to their accustomed location is planned for the middle of 2030. BLKB attached great importance to involving and supporting its employees in the planning process and to making the move as smooth as possible in stages. The renovated head office will offer a modern and flexible working environment. Project-based working is to be promoted both in the current transition phase and in the future. Managers received training during the reporting year to help their teams learn the new ways of working. Training topics included mobile working, digital collaboration, better self-management and improved quality of meetings.

## Work-life balance

Employees providing intensive care to sick family members can take three paid working days for each case of illness. Given that such exceptional circumstances are an enormous burden, BLKB makes every effort to find individual solutions to support those affected. In many cases, a temporary reduction in working hours can already make a difference. BLKB does not require a doctor's certificate if a child at home is sick. Employees can also take advantage of the support services offered by the social counselling service Proitera, which is available to all employees and can help not only with issues relating to sickness but also with psychological stress, parenthood and budget issues.

Depending on the number of years of service, women can take between 16 and 24 weeks of maternity leave at full pay. BLKB assists female employees who return to work after maternity leave by scheduling their workloads in stages. Fathers can take unpaid leave in addition to the statutory paternity leave of two weeks, which is paid in full.

Employees also have the opportunity to attend specialist events organised by the external advice centre Profawo, e.g. an event about work-life balance held in 2025. Here, the division of tasks between couples in different family models was discussed on how to best balance the needs in their professional and private lives.

### **Retirement**

The option of phased retirement from the age of 58 offers flexibility to older employees. It is also possible, by mutual agreement, to continue working past the regular retirement age. In this way, BLKB retains the expertise of its experienced employees over a longer period, allowing them to prepare for full retirement gradually. BLKB offers courses to support employees and their partners in preparing for retirement. During the reporting year, an internal seminar was held in cooperation with Loopings, the competence centre for employment for those above the age of 45.

# Employee development

BLKB considers further training to be a cornerstone of the bank's ability to prevail in future. BLKB thus promotes the professional and personal development of its employees and focuses on lifelong learning. In doing so, it not only boosts its competitiveness but also helps the regional economy by providing well-trained workers. BLKB is also committed to its role as a training centre and contributes to the development of the region's next generation of skilled workers.

## Training

BLKB attaches great importance to developing its trainees and interns. Besides commercial training in banking, services and administration, it also offers vocational training in media technologies and IT with a focus on application development. Training programmes for the youngest employees are continuously optimised and revised with respect to methods and suitability to ensure a forward-looking approach.

In the second year, all trainees participate in a sustainability project week, which is carried out together with the Frenkentaler forestry association, Schweizer Tafel, the Ökozentrum, and Primeo Energie.

During the reporting year, five interns completed the "Bank entry for secondary school graduates" programme, and seven commercial trainees completed their apprenticeships. They continue to work in a permanent position at BLKB, with one exception. Other indicators on training at BLKB are included in the [KPI on people](#) chapter. BLKB also offers the in-house "Certified Financial Advisor IAF" training programme, which 19 employees completed in 2025.

## Development management

The individual roles include descriptions of the respective competency requirements. These descriptions serve as basis for recruitment decisions and as a management tool for new employees' further development. Line managers can thus plan their personnel needs and ensure that insights gained during cockpit discussions are integrated into daily operations.

At BLKB, line managers conduct performance reviews with their employees at least twice a year. These reviews ensure a structured dialogue and monitor the extent to which performance and development goals are met.

The internal Interim Career Break seminar was further developed during the reporting year and divided into two parts: The first part is for employees above the age of fifty and focuses on employability, pensions and estate planning. The second part is for employees above the age of forty who explicitly want to develop further and proactively make changes in their life.

## Continuing education opportunities

The training and development programme is available to all employees who want to further develop their technical, method, personal and leadership skills. In addition to its internal offers, BLKB contributes funding and time to third-party training opportunities where appropriate and feasible.

BLKB uses the "Goodhabitz" online portal to promote individual learning. It offers over 250 modules on various topics and personal skills and is available to all employees, who can use it at any time. Regular evaluations show that the online modules are very popular.

### **Leadership Academy**

BLKB' Leadership Academy is there for managers who want to develop their leadership skills. It is available as a basic training course for new managers. BLKB offers regular training units for experienced managers. Participation in at least one follow-up skill-development session per year is mandatory. During the reporting year, advanced sessions were offered for current managers on relevant leadership and strategy topics such as "Conducting cockpit and development dialogues," "Overview of remuneration" and "Better project-based working, and teams in transition".

### **Sustainability skills**

To strengthen the awareness of sustainability in all departments of the bank, the relevant topics must be communicated across the board and included in day-to-day working. BLKB's strategy thus focuses on developing and expanding this knowledge and the respective skills of employees.

The topic of climate protection has thus become a key element of BLKB's internal training programmes. For example, the bank offers regular training in the correct use of environmental terms and product descriptions in order to avoid greenwashing. During the reporting year, the focus was on training client advisors about sustainable services and products in the mortgage and investment business.

# Customer satisfaction

Financial products and services influence the financial stability and wellbeing of private and corporate clients. Responsible advice and needs-based services are therefore of particular importance. A high level of customer satisfaction is also in the bank's interest as it increases customer loyalty, raises confidence in the institution, builds the company's reputation in the market, and motivates its employees. A weak customer experience, on the other hand, is difficult to correct and harbours financial and reputational risks.

## Validations and rankings

During the reporting year, BLKB once again received awards for its advisory services and products: In the Top Banks 2026 survey, conducted by Statista and Handelszeitung, BLKB was seen as the best bank for private individuals in Northwestern Switzerland and the best bank for SMEs in Switzerland. BLKB had further top rankings in the categories "Savings and pension solutions" (first place), "Lending and mortgages" for private and business customers (first place each), "Service and advice for private clients" (third place) and "Customer loyalty" (third place). Once again, corporate clients in the Canton of Basel-Landschaft clearly saw BLKB as their first choice in 2025: According to a study by the Association of Swiss Cantonal Banks, BLKB's market share in the canton was over 50%. The bank also measures satisfaction. Over 200 customers provided feedback during the reporting year, with an average satisfaction rating of 4.93 out of 5 points.

## Comprehensive needs-based financial services

BLKB strives to meet, if not to exceed, its customers' expectations when it comes to comprehensive financial services in all situations. To this end, it systematically links all the relevant financial needs of a customer – from analysing the current situation to drawing up a long-term financial plan. It has strict requirements for its products and services as well as for the associated advice. In further developing its financial products, the bank focuses on its customers' needs and involves them at an early stage – through regular feedback, interviews and joint testing.

## Transparency in investment business

Financial products sometimes seem complex and difficult to grasp. BLKB therefore aims to make its offers as straightforward and clear as possible and provide its customers with transparent information. BLKB also supports its customers in recognising their individual sustainability preferences and integrating these into their personal investment strategy. Customers receive comprehensive information and can choose between two ESG preference options with matching features.

As a member of the Swiss Bankers Association and AMAS, BLKB is subject to these associations' self-regulations, which lay out binding requirements for sustainability in the investment business. During the reporting year, new provisions led to various further developments of current processes and products: For example, BLKB added specific sustainability targets to all asset management mandates and agreements and included clear reference frameworks and indicators for monitoring the extent to which they are met.

BLKB attaches great importance to transparent reporting on its investment portfolios. Since the end of 2024, it has made its own Sustainability factsheets on its investment funds publicly available. These sheets provide information about the sustainability of the investment and disclose details about its climate compatibility by means of the Swiss Climate Scores. In the reporting year, BLKB made its communications more transparent by including sustainability targets in the fund's factsheet and advertising materials. It is also working on creating sustainability factsheets for its BLKB Baskets. During the reporting year, it revised its communication material in line with the new requirements of industry self-regulation.

To further build its customers' investment expertise, BLKB revised and expanded its publications in the reporting year and now includes regular updates on stock exchanges and markets as well as detailed background analyses. The range of information also includes physical and digital specialist events and the CIO Update video series.

## Customer contact and complaint handling

BLKB strives to offer companies and private individuals first-class services and enable positive experiences across all contact points. The aim is to process a reduced number of complaints quickly. Verbal and written feedback from customers is systematically recorded and evaluated.

Findings from complaint management are incorporated specifically into the improvement processes. BLKB also conducts customer satisfaction measurements and surveys as a follow-up on consultations and other services. The 48% response rate after consultations is very high. During the reporting year, the assessments were expanded to include services such as financial planning, real estate, and the corporate clients area. BLKB also regularly reviews the level of training of its employees.

During the reporting year, BLKB received no reports of violations of statutory or self-regulatory requirements concern-

ing the information, labelling and marketing of its products and services. In particular, this includes provisions under the Federal Act against Unfair Competition (UCA), FINMA's greenwashing provisions, the SBA's guidelines, provisions of the Climate and Innovation Act (CIA), the CO<sub>2</sub> Act, provisions of the CO on non-financial reporting, and AMAS guidelines. There were also no pending procedures.

# KPI on people

	Data capture quality	GRI standard	Unit	2025	2024	2023
<b>Key figures on "People"</b>						
Headcount, incl. hourly employees	High (3)	2-7	Number	1,054	1,073	1,089
Full-time equivalents	High (3)	2-7	FTE	923.2	940.6	951.9
Women	High (3)	2-7	FTE	335.7	345.7	351.9
Men	High (3)	2-7	FTE	587.5	595.8	600.1
Employees based in the Canton of Basel-Landschaft	High (3)	2-7	Number	920	933	937
Employees working in another canton	High (3)	2-7	Number	100	102	111
Employees working outside Switzerland	High (3)	2-7	Number	34	38	40
Part-time (<90% FTE)	High (3)	2-7	%	26.5	26.1	25.6
Temporary workers	High (3)	2-7	Number	12	9	20
Liabilities for defined-benefits and other pension plans	High (3)	201-3	CHF	120,000	n/a	n/a
<b>Working conditions</b>						
Net employee turnover rate (entire Group)	High (3)	401-1	%	7.8	5.8	7.4
Gross employee turnover rate (entire Group)	High (3)	401-1	%	11.9	10.4	10.7
Newly hired women	High (3)	401-1	Number	49	43	66
Newly hired men	High (3)	401-1	Number	68	54	138
Newly hired employees below age 30	High (3)	401-1	Number	55	26	74
Newly hired employees age 30 – 50	High (3)	401-1	Number	52	58	110
Newly hired employees above age 50	High (3)	401-1	Number	10	13	20
Return rate for women	High (3)	401-3	%	85.0	83.0	100.0
Retention rate for women	High (3)	401-3	%	83.0	75.0	90.0
Absences due to sickness	High (3)	403-9	No. of days	6,180	6,170	5,859
Absences due to sickness per employee	High (3)	403-9	Days per employee	6.7	6.5	6.4
Occupational accidents	High (3)	403-9	Number	11	8	6
Absences due to occupational accident	High (3)	403-9	No. of days	16	56	49
Absences due to non-occupational accident	High (3)	403-9	No. of days	404	499	398
<b>Equal treatment and equal opportunity</b>						
Members of the Board of Directors	High (3)	405-1	Number	8	8	7
– Of which women	High (3)	405-1	Number	3	3	2
– Of which below age 50	High (3)	405-1	Number	1	1	0
Members of the Executive Board (parent company)	High (3)	405-1	Number	5	6	6
– Of which women	High (3)	405-1	Number	1	1	1
– Of which below age 50	High (3)	405-1	Number	2	2	3
Proportion of women in Group	High (3)	405-1	%	40.5	40.4	40.9
– Proportion of women at Function Levels 6–7 (parent company)	High (3)	405-1	%	17.2	17.9	16.9
– Proportion of women at Function Levels 4–5 (Parent company)	High (3)	405-1	%	38.4	37.4	36.6
– Proportion of women at Function Levels 1–3 (Parent company)	High (3)	405-1	%	60.9	63.5	64.4
Women working part-time (rel. to total headcount)	High (3)	405-1	%	19.4	19.3	19.5
Women working part-time (rel. to all women)	High (3)	405-1	%	48.0	47.7	47.6

Men working part-time (rel. to total headcount)	High (3)	405-1	%	7.0	6.8	6.1
Men working part-time (rel. to all men)	High (3)	405-1	%	11.8	11.4	10.3
Proportion of employees below age 30	High (3)	405-1	%	23.1	22.7	23.6
Proportion of employees age 30–50	High (3)	405-1	%	50.9	50.6	49.8
Proportion of employees above age 50	High (3)	405-1	%	26.0	26.7	26.6
<b>Employee development</b>						
Number of trainees	High (3)	2-7	Number	29	31	33
Number of interns	High (3)	2-7	Number	20	15	16
Average number of hours of regulatory training (parent company)	High (3)	404-1	Hours per year and employee	1.7	n/a	n/a
<b>Customer satisfaction</b>						
Willingness to recommend (parent company)	High (3)	2-29	%	67.7	69.0	n/a

The “KPI on people” area meets the requirements of CO 964 et seq. and of GRI. Unless otherwise stated, the KPI contain the Group’s figures.

The reporting date for calculating the key figures is 31 December 2025. All shares and quotas are prorated with the headcount. Part-time employment is defined as a workload of less than 90%

#### KPI on working conditions

Net employee turnover includes all employees who left the company of their own accord, excluding retirements, pregnancies or deaths. The return rate refers employees who resumed working at the end of the reporting year after taking maternity leave during that year. The retention rate indicates the proportion of employees who remained with the company after completing their maternity leave in the previous financial year and who were still employed by the company at the end of the reporting year.

#### KPI on equal treatment and equal opportunity

The parent company has a system with eight Function Levels: Levels 1–3 are the lower functions, Levels 4–5 the middle ones, and Levels 6–7 the higher ones. The Executive Board is at Level 8.

#### KPI on employee development

The average number of hours of training and development includes training on various regulatory and legal frameworks, internal directives and rules of conduct as well as sustainability. These topics are particularly relevant for new employees. Current employees also take part in refresher training, depending on their role.

#### KPI on customer satisfaction

BLKB uses the Swiss Brand Observer platform to track the willingness to recommend products and services. Current and former customers are asked about their willingness to recommend BLKB’s services to their friends. The values are recorded quarterly from at least 30 respondents; the annual average is shown here.

# Society

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# Regional value creation and social commitment

As an employer and partner to private and corporate clients, BLKB makes an important contribution to the economic and social development of the region. It has further positive effects through its regional procurement, as a sponsor of cultural institutions and nature conservation organisations, and as an innovation promoter. A healthy economy and society in the Canton of Basel-Landschaft, on the other hand, is fundamental to BLKB's business success, allowing the bank and the region mutually benefit from each other.

## Sustainability and ethical principles

Banks play a key role in the Swiss economy. Their business activities have a significant impact on the wellbeing of the economy and society. Since its founding in 1864, BLKB has had the public service mandate of its majority shareholder, the Canton of Basel-Landschaft. The Owner Strategy obliges the bank to contribute to the steady economic and social development of the canton and Northwestern Switzerland.

The focus is on the benefits for the economy and the population. Entrepreneurial thinking and actions are based on sustainable and ethical principles. BLKB promotes economic development, assumes social responsibility, and provides basic banking services to the region. Its guiding principles are stability, sustainability, risk awareness and regional focus. At the same time, the Owner Strategy makes sustainability a key element of BLKB's identity. The Canton of Basel-Landschaft reviews the Owner Strategy in four-year intervals and has approved it during the reporting year. The principal owner reaffirms the guidelines of BLKB's corporate strategy and supplements them with individual specific objectives for certain topics (see Annual Report 2025, p. 17).

With its annual profit distribution, BLKB contributes significantly to the Canton of Basel-Landschaft. During the reporting year, BLKB distributed CHF 71.7 million to the canton.

## The secure universal bank

With its Owner Strategy, BLKB adopts a conservative risk policy to keep risk exposure for the Canton low. Thanks to sound risk management, BLKB maintains a balanced risk-return ratio to ensure solvency regardless of the economic environment.

During the reporting year, BLKB further increased its equity capital. The total capital ratio at Group level was increased to 21.2%. The regulatory minimum is 13.4%. With its "AA+" rating and "stable" outlook from Standard & Poor's, BLKB is one of the most secure regional banks of Switzerland and Europe. It aims for continuity and stability in its business

policy and strives to contribute to the economic stability of Canton of Basel-Landschaft and Northwestern Switzerland. The Canton is liable if BLKB's funds should prove to be insufficient (state guarantee).

## Contribution from core business activities

BLKB operates a dense network of 23 branch offices to provide basic banking services. In addition, it offers an ongoing expansion of online and advice by phone, as well as digital channels that enable access to financial services anywhere at anytime. As a partner for companies, BLKB indirectly promotes jobs by granting loans and thus helps to make Northwestern Switzerland more attractive as a business location.

During the reporting year, BLKB's credit volume to companies and public-law entities came to CHF 5.9 billion. As part of its 100 for Basel-Landschaft initiative, BLKB currently supports 36 innovative start-ups and SMEs with CHF 15.5 million in funding as well as with coaching and consulting.

## Promoting sustainability for SMEs

BLKB also supports companies on their path to greater sustainability – for example as a founding partner of the Swiss Triple Impact platform in the Basel region. The platform primarily offers help for SMEs, but also for larger companies, in developing and implementing their sustainability targets.

## Procurement from the region

One of BLKB's principles is to prefer regional supply and service companies. In doing so, it supports the local economy and reduces risks during procurement. BLKB's region includes the cantons of Basel-Landschaft, Basel-Stadt, Aargau and Solothurn (see Ethical procurement). For the KPI on regional procurement, see the "KPI on society" chapter.

## Sponsorship

BLKB considers itself a partner to the region beyond its core business activities. It aims to ensure that Northwestern Switzerland remains an attractive place to live with a strong society. With its sponsorship activities, it supports more than 300 institutions, events and associations. The conditions for sponsorship state that recipient institutions must meet BLKB's sustainability criteria, add value for the general public, and be established in the region. For events with more than 500 participants, additional sustainability criteria apply, including requirements on waste, procurement and mobility.

BLKB's sponsorship commitments can be divided into the areas of art and culture as well as nature and leisure. The KPI on the sponsorship volume is compiled in the [KPI on society](#) chapter; an overview of the commitment can be found on the [website](#).

The following projects were supported in 2025, among others:

- Kunsthaus Baselland: BLKB is a partner of one of the leading exhibitors of art from the region, Switzerland, and the countries bordering Basel.
- Elefantehuus Liestal: BLKB is a partner of the new Liestal event location, which hosts a range of cultural programmes and events.
- Basel-Landschaft Tourism: As the main sponsor, BLKB supports sustainable tourism in the region.

With the BLKB-Zukunftsbatzen ("BLKB's future token") initiative, around 25,000 children and young people received support at sports events during the reporting year – an active contribution to association and sporting life in the Canton of Basel-Landschaft. Together with Theater Basel, BLKB supports a regional forest project to sequester CO<sub>2</sub> as well as the Paradiesli project to promote biodiversity in the area with the same name in Langenbruck. In addition, the BLKB Foundation for Culture and Education contributed around CHF 461,600 to Northwestern Switzerland in 2025 (see [Annual Report 2025](#), p. 20).

### **BLKB with us**

With the "BLKB with us" event series, BLKB again emphasised its ties to the Canton of Basel-Landschaft in the reporting year and added value for the venues and the region as a whole. In summer 2025, for example, public "BLKB with us" events were held in Arlesheim, at the Northwestern Switzerland Yodelling Festival in Reigoldswil, and in Birsfelden for its 150th anniversary. Around 6,000 visitors came to the historic cathedral square in Arlesheim during the day. BLKB covered the cost of the equipment and facilities and the supporting programme. The proceeds went entirely to the 25 or so local associations and businesses that took part in the event.

# Business ethics

Reputation is among the most valuable intangible assets in the banking industry. Financial institutions have a special responsibility to create and maintain trust by acting with integrity and transparency. Unethical behaviour in the form of corruption, bribery and inadequate protection for whistleblowers can lead to significant reputation and business risks. Ethical action, on the other hand, can strengthen stakeholder groups' trust and help to manage risks in the financing and investment business. In addition, responsible procurement and supply chain practices play a key role in promoting sustainable development beyond the company's own boundaries.

## Compliance

Compliance is a key obligation in the banking business. Politicians and society demand that risks are managed effectively, particularly with regard to money laundering and corruption. BLKB continuously assesses its legal, regulatory, strategic and reputational risks. It has a prudent risk policy in line with the Owner Strategy of the Canton of Basel-Landschaft and expects itself to act with integrity in all its business dealings. BLKB protects its reputation by further pursuing responsible procurement practices and aims for cost efficiency through bundled procurement and economies of scale.

BLKB complies with the legal frameworks. These include the Kantonalbank Act, Swiss Federal Banking Act, provisions of FINMA, provisions of the SIX Swiss Exchange, and the Swiss Bankers Association's agreement on the Swiss banks' Code of Conduct with regard to the exercise of due diligence. BLKB works transparently with officials and promotes an open feedback culture internally.

BLKB aims for impeccable business management and strengthened its corporate governance with various measures during the reporting year (see Website and Annual Report 2025, p. 36). Its Code of Conduct summarises the principles of business activities. It obligates BLKB to combat money laundering, terrorist financing and corruption as well as to avoid conflicts of interest and human rights violations. The Code also prohibits anti-competitive behaviour and participation in tax evasion.

BLKB employees, including Directors and Executive Board members, are obliged under their employment contracts to meet the legal requirements, industry rules and internal directives. Depending on their severity, violations can result in disciplinary measures or reports to the authorities. Internal directives on money laundering, market conduct, personnel transactions and breaches of rules are intended to promote

compliance with rules and integrity. BLKB aims to ensure that employees implement them in the organisation's processes, controls and training programmes. In the first three months, new employees complete mandatory training courses on rules of conduct and compliance, followed by regular refresher courses.

There were no cases of corruption during the reporting year. Furthermore, no substantial fines were paid and no sanctions imposed on account of non-compliance with laws or regulations in the Social and Economic areas. There also was no relevant case that initiated proceedings to settle a dispute. The bank monitors and manages its compliance and legal risks continuously.

## Money laundering

When entering into a new business relationship, BLKB identifies its contractual partners and beneficial owners. It checks conspicuous transactions and customers' risk exposure so as to prevent money laundering and terrorist financing. The basis is a standardised know-your-customer questionnaire, which is updated periodically. Company data and country classifications are included in the rating.

## Conflicts of interest

The Code of Conduct lays out ways of dealing with a conflict of interest. If a conflict arises, the bank will deal with it as part of a clear regulatory process. In doing so, it pays attention to fair incentive systems and secondary employment. Employees must also act outside their professional activities in accordance with their duty of care and loyalty.

## Internal whistleblower desk

BLKB has had a whistleblower desk for critical incidents since 2022. Employees can report possible breaches of rules, penalties or the Code of Conduct anonymously. The information is addressed to the Head of the Secretariat of the Board of Directors, which works independently of the operational units. Notifications do not have any consequences under employment law for the person filing the report. The whistleblower desk supports consistent action against misconduct.

## Ethical procurement

BLKB ensures compliance with environmental and social standards in its procurement and operations. In April 2024, the Executive Board approved the principles of centrally managed procurement and the resulting recommendations for action. The topic of procurement has been comprehensively revised since the new Chief Procurement Officer (CPO) started in March 2025. A central Procurement Guideline is

an integral part of the planned measures. Aspects of sustainable and responsible procurement, in particular with regard to ESG criteria, are carefully taken into account and integrated as the measures develop further. BLKB is currently establishing a Procurement Excellence function that assumes an overarching, advisory and quality assurance role for procurement issues within the Group. Clear structures and comprehensible processes are intended to further increase the transparency and quality of procurement processes and minimise the risk potential when dealing with external partners.

BLKB's parent company operates exclusively at locations in Switzerland and mainly procures services and products from countries with employment laws that guarantee strong protection. Risks exist particularly in the upstream value chain of precious metals such as gold (see right-hand side).

Sustainability agreements are an integral part of the substantive BLKB contracts with service providers and suppliers. They lay out environmental and social obligations, including with regard to the eight core provisions of the International Labour Organisation (ILO) on the fundamental issues of child labour, forced labour, discrimination and freedom of association, as well as health and safety. A review of suppliers in the reporting year indicated no evidence of increased exposure to the risk of child labour in BLKB's supply chain. The regional procurement policy is a key risk mitigating factor in the Bank's procurement policy.

Purchases over CHF 3,000 require a decision process that includes sustainability criteria such as durability, repairability and recyclability. Competitor quotes must be obtained for purchases of above CHF 10,000.

## Gold

Customers can obtain from BLKB precious metals such as gold, the mining and trading of which can pose a risk of financing armed conflicts or of human rights violations. Special due diligence and transparency obligations therefore apply. BLKB obtains its gold from domestic banks. Denominations up to 20 grams come from the Limata mine in Peru, which is Max Havelaar-certified. Since the reporting year, denominations of one ounce or more are from Valcambi Green Gold from Australian mines that meet high standards in terms of the environment, safety and human rights. All supply chains are certified for independent verification and full traceability. In the reporting year, there were no indications of an increased risk with regard to gold from conflict areas.

# Data protection and data security

Financial institutions process sensitive client and business data, the protection of which is of key importance. Cyberattacks and data theft therefore pose a constant and serious threat. Besides their potential financial effects, security incidents can undermine trust significantly. Data protection and data security are therefore fundamental prerequisites for responsible, long-term corporate governance.

## Guidelines

The new Federal Act on Data Protection (nFADP), the Banking Act and the FINMA Guidelines on operational risks in banks and bank client data form the regulatory basis for data protection. Protection of the entire IT infrastructure and high levels of data security are becoming increasingly important for the secure operation of the bank, as they ensure clarity for decisions. Within BLKB, the Data & AI Governance Board coordinates centrally all efforts relating to data security and promotes employees' awareness of how to handle data securely. During the reporting year, the Data & AI Governance Board revised the bank's data strategy to include the topic of artificial intelligence (AI).

Employees must comply with internal directives on data protection, IT and information security, the protection of bank client data, and the classification of information. All employees and external service providers with access to IT systems and data must observe these rules and received training in this regard during the reporting year. The core content of the directives is available on the intranet and is part of the [Code of Conduct](#). During the reporting year, BLKB trained its employees in particular on important regulatory issues relating to data and AI governance.

## Artificial intelligence

The use of AI harbours a range of risks that need to be studied and monitored. This applies, for example, when data is analysed and processed with the help of AI and when handling sensitive client data. During the reporting year, the Data & AI Governance Board expanded and optimised its existing data strategy to include the topic of AI. At BLKB, AI tools are not freely accessible but made available to employees who have completed training in this connection. By establishing governance for the safe use of AI, BLKB creates a solid basis for responsible AI use at an early stage despite the absence of a regulatory framework.

## Data security

Data security means protecting sensitive data from unauthorised access (on- and offline, internally and externally). To protect itself against unauthorised access and ensure the

necessary data security, BLKB uses technical protective measures that notify any abnormal behaviour. With the revised Information & Cybersecurity strategy, the Board of Directors defined clear priorities and objectives during the reporting year that focus in particular on and aim to improve protection of critical data and systems.

BLKB regularly conducts awareness-raising measures for employees and external service providers, and it operationalised a corresponding concept during the reporting year. The internal specialist unit studies reports on data loss and on access by unauthorised persons based on a response plan and initiates the immediate measures required to manage the incident. Emergency operations ensure business continuity.

## Data protection

Data protection includes responsible handling of sensitive personal data. Sensitive information is divided into three categories for which different security precautions apply: secret, confidential, and internal. The Clear Desk Policy applies at the workplace and when working remotely and prevents confidential documents from being accessed without protection. Customers must be identified on the phone beyond any doubt. When it comes to data protection, the electronic communication channels at the interface between the bank's network and the external network calls for special attention.

BLKB uses client data within the scope of the legal provisions for developing the company, segment and product. It provides transparent and comprehensible information on how personal data is to be used and processed. Customers can request information about their stored personal data and ask incorrect data to be corrected. Standardised processes ensure that obsolete data is deleted once the retention period has expired.

The [Data Privacy Statement](#) applies to all business areas of the bank and is available on its website. BLKB's aim is to defend against attacks on online services such as e-banking and the bank's internal network. It thereby protects client data, assets and transactions in the best possible way.

## Supervision of security measures

The Integral Security department regularly reviews and adapts protective measures. Various mechanisms come into play here: An external provider monitors BLKB's IT system and continuously improves its security measures. Penetration tests and security analyses for end devices ensure that the

technology works correctly. The effectiveness of IT security mechanisms is also tested on servers and applications such as Avaloq (central banking system), e-banking and mobile banking.

Every year, the external auditors also examine specific areas of BLKB's IT systems and IT security. The Internal Audit department carries out additional tests on specific topics. Furthermore, FINMA can review the specific management approaches relating to data security and data protection. Simulated phishing e-mails are sent several times a year to raise employee awareness. Integral Security prepares its risk report on security topics regularly.

During the reporting year, there were no substantiated complaints regarding breaches of client data protection nor of any cases of data theft and loss in connection with client data.

# KPI on society

Aspect	Data capture quality	GRI standard	Unit	2025	2024	2023
<b>Key figures on "Society"</b>						
Number of open unfair competition proceeding	High (3)	2-25	Number	0	0	0
Number of reports to whistleblowing office	High (3)	2-16	Number	0	0	0
Active ownership: Voting at Annual General Meetings (parent company)	High (3)	2-29	Number	350	n/a	n/a
Active ownership: Proportion of votes against management recommendations (parent company)	High (3)	2-29	%	32.0	n/a	n/a
Active ownership: Number of companies where discussions are underway (parent company)	High (3)	2-29	Number	327	n/a	n/a
<b>Regional value creation and social commitment</b>						
Distribution to the Canton of Basel-Landschaft	High (3)	201-1	CHF m	71.7	72.8	68.7
Mortgage lending, total	High (3)	201-1	bn CHF	24.6	24.4	23.8
Mortgage lending, Northwestern Switzerland catchment area	High (3)	201-1	%	91.3	90.3	89.8
Other lending, total (incl. loans to companies)	High (3)	201-1	bn CHF	1.7	1.8	1.9
Other lending in Northwestern Switzerland catchment area (incl. loans to companies)	High (3)	201-1	%	54.5	49.6	43.7
Procurement in Northwestern Switzerland (parent company)	High (3)	204-1	CHF m	34.1	33.6	32.2
Sponsorship commitments (parent company)	High (3)	201-1	CHF m	1.8	1.9	1.7
Commitment via BLKB Foundation for Culture and Education	High (3)	413-1	CHF	461,600	530,050	470,000
Commitment to Jobs for Juniors (parent company)	High (3)	413-1	CHF	620,950	582,710	571,540
<b>Business ethics</b>						
Number of notifications of corruption cases and risks	High (3)	205-1	Number	0	0	0
Proportion of new employees trained in handling corruption cases and risks	High (3)	205-1	%	100	100	100

The KPI on society meets the requirements of Art. 964 ff. CO and the GRI. Unless otherwise stated, the KPI contain the Group's figures.

The reporting date for the KPI is 31 December 2025. Further information on BLKB's active ownership strategy can be found in the [Responsible products and services](#) chapter.

## KPI on business ethics

Employees become aware of corruption cases and risks during mandatory e-learning courses. All employees must complete these as part of the onboarding process. The training tool monitors timely completion of the content and notifies the line manager if someone fails to do so.

# Environment

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# Climate change

BLKB's activities relating to climate change are influenced by a number of reciprocal effects: Adjusting climate protection measures to the changing climate is becoming increasingly important for the economy as a whole. This, in particular, affects a bank's financing business. Internal risk assessments show that climate-related financial risks have only a minor effect on BLKB's risk profile and the balance sheet side in the short term; however, the risk potential increases in the medium and long term, which is why the bank takes precautions (see [Risk management and control](#)).

At the same time, BLKB can exploit innovative, more climate-friendly business models and product solutions as growth opportunities in the areas of financing and asset management. Thanks to its large regional market share in mortgages and corporate loans, BLKB can have a significant transition effect in terms of climate change adaptation and climate protection in Northwestern Switzerland.

As a forward-looking bank, BLKB minimises systematic consideration of sustainability criteria in the investment process the financial risks for clients and offers them investment products tailored to their ESG preferences (see [BLKB investment products](#)).

Its greenhouse gas emissions from operations are much smaller than those from its core activities, but they can be influenced directly. BLKB is continuously reducing them through innovative management of its properties, mobility and procurement.

## Climate strategy

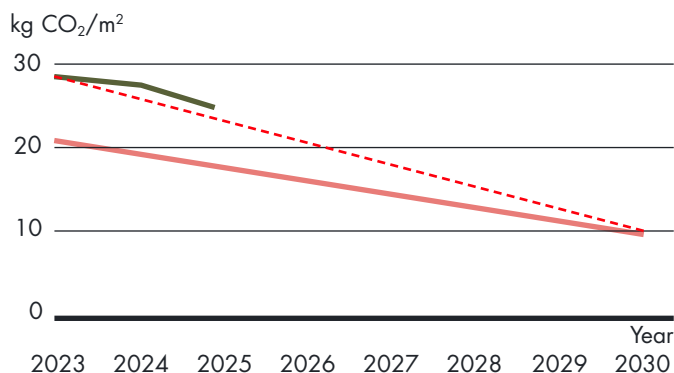
Climate protection is part of the Owner Strategy of the Canton of Basel-Landschaft and included in the Environment section of BLKB's mission statement. Climate targets are integral parts of the corporate strategy and thus also of the bank's conscientious actions (see [Forward-looking approach](#)). BLKB prioritises climate protection in those areas where the effects are strongest. Its decisions depend on the feasibility of the measures, its ability to have influence, and how much the emissions can be reduced. The core services for this last point are the granting of mortgages and corporate loans as well as the management of investments.

BLKB aims to achieve net zero by 2050 at the latest, in line with the Paris Climate Agreement and the climate targets of the Federal and Cantonal governments. This target includes financed emissions. In its transition plan published in April 2024, the bank defined initial reduction pathways and intermediate targets for the mortgage business and its emissions from operations. Since then, it has developed its transition plan continuously.

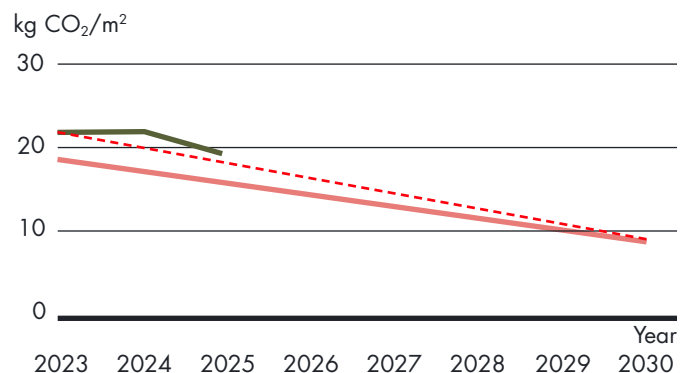
With respect to corporate loans, it is not yet possible to define reduction targets due to the currently insufficient data available for SMEs. The focus therefore is on first improving data quality and availability by means of the projects being discussed with external stakeholders. Climate control measures in financing and consulting are described in the [Responsible products and services](#) chapter.

## Reduction pathways for owner-occupied residential properties and for investment and commercial properties

Reduction pathway for owner-occupied residential property



Reduction pathway for investment and commercial properties



— CRREM-1.5° reference pathway for single-family homes  
 — Actual figures for BLKB owner-occupied residential property  
 - - - BLKB's reduction pathway for owner-occupied residential property

— CRREM-1.5° reference pathway for multi-family homes  
 — Actual figures for BLKB investment and commercial properties  
 - - - BLKB's reduction pathway for investment and commercial properties

The goals for the mortgage portfolios are based on the reference pathways of CRREM and on the CO<sub>2</sub> portfolio data (see [KPI on environment](#)). The CO<sub>2</sub> calculation methods use models and estimates on building emissions based on known factors such as a building's age, heating type, and the number of floors. Unknown factors are modelled using statistical methods. The resulting goals compare with the cantonal goals for the building sector, also when different principles and metrics are used for calculations within the canton.

All objectives defined so far as part of the transition plan are summarised in the table below. In view of the long-standing focus on energy efficiency and sustainability in its own operations, BLKB considers its net zero target by 2035 to be realistic in Scopes 1 and 2. In terms of Scope 3 emissions from operations (employee mobility, purchases of services, etc.), the bank depends on decarbonisation across society as a whole and is therefore also geared towards the net zero targets of the Canton of Basel-Landschaft and the Federal government.

### Calculation of greenhouse gas emissions and the relevant metrics of the climate strategy

BLKB collects and calculates its greenhouse gas emissions in accordance with the GHG Protocol and the requirements of the PCAF. The bank uses defined metrics and established data sources for key business areas – mortgages, corporate

loans, investment portfolio and its own operations – to track progress towards its climate targets.

The methods, data sources and metrics on the environment and climate data that were used in the reporting year are described in the [KPI on environment](#) chapter.

### Implementation of the climate strategy

Since the launch of BLKB's initial transition plan in 2024, the bank has continuously developed the measures adopted to implement the climate strategy. The tables on [page 48](#) show the financing measures (mortgages and corporate loans). A detailed description of the measures in the core business is provided in the [Responsible products and services](#) chapter; details on implementing these measures into operations are laid out in the following subsection.

As part of the implementation of the climate strategy, BLKB also supports various initiatives, summarised in the [Forward-looking approach](#) chapter.

BLKB finances targeted local measures for sequestering CO<sub>2</sub>: the "Climate protection through humus build-up" research project of the Ebenrain Centre for Agriculture, Nature and Food. Research for sequestering carbon in the humus layer is being conducted jointly and promoted in various ways with agricultural operations in the Canton of Basel-Landschaft. The project aims to sequester carbon in humus in amounts

## BLKB's transition plan with the most important goals and intermediate targets for Scopes 1, 2 and 3 (including Scope 3 C15)

Area	Goals	Intermediate targets	Base year	Figures 2025	Figures 2024	Figures 2023	Coverage (%)
Direct and indirect emissions from operations (Scopes 1, 2) Parent company	Net zero by 2035	2030: 58% reduction in absolute emissions in t CO <sub>2</sub> e	2023	197	182	284	100
Indirect emissions from operations (Scope 3) Parent company	Net zero by 2050	2030: 26% reduction in absolute emissions in t CO <sub>2</sub> e	2023	322	306	263	100
Mortgages (owner-occupied residential property, Scope 3 C15)	Net zero by 2050	2030: 65% reduction in emissions intensity kg CO <sub>2</sub> /m <sup>2</sup>	2023	24.8	27.5	28.6	100
Mortgages (investment and commercial real estate Scope 3 C15)	Net zero by 2050	2030: 59% reduction Emission intensity kg CO <sub>2</sub> /m <sup>2</sup>	2023	19.0	22.0	21.9	100

Notes: Scope 1 refers to the bank's direct emissions, e.g. from its own vehicle fleet or from heating bank buildings. Scope 2 covers indirect emissions from purchased energy, such as electricity or district heating, for branch offices. Scope 3 includes all other indirect emissions along the bank's value chain, including upstream and downstream activities. For the financial institutes, the most important category is Category 15 in Scope 3, which refers to emissions from the bank's investment and financing activities.

Category 15 therefore includes greenhouse gas emissions from projects and companies that the bank financed. The goals for the mortgages are calculated based on the sectoral decarbonisation approach with the respective CRREM reference pathways. The goals for the operation were calculated using the Absolute Contraction methodology.

### Metrics and measures for mortgages

Parameters	Metric	Measures
Emission intensity for owner-occupied residential property as well as investment and commercial properties (Scopes 1, 2)	kg CO <sub>2</sub> /m <sup>2</sup>	<ul style="list-style-type: none"> <li>– Support for the Baselbieter Energiepaket (Basel Region Energy Package) promotional programme and active presence at events.</li> <li>– Promotion of the home2050 platform that BLKB operates as a co-initiator with its partners EBL and Primeo Energie.</li> <li>– Special consulting for properties: Energy efficiency and renovation advice for private clients from a dedicated team of advisors.</li> <li>– Sustainability advice for commercial and investment properties from Real Estate Advisory.</li> <li>– Advanced energy mortgage with improved incentives to promote energy-efficient renovations.</li> <li>– Management of non-regional mortgage lending for properties with a very high CO<sub>2</sub> footprint.</li> </ul>

### Metrics and measures for corporate loans (no reduction target)

Parameters	Metric	Measures
Emission intensity of the loans (Scopes 1, 2)	t CO <sub>2</sub> e/Mio. CHF revenue (where available)	<ul style="list-style-type: none"> <li>– ESG criteria integrated into credit risk management.</li> <li>– Collaboration with Swiss Triple Impact for SME sustainability consulting.</li> <li>– Collaboration with the Go for Impact association on a website with CO<sub>2</sub>/ESG tools and evaluation criteria for SMEs.</li> <li>– Focus on improving data quality for the largest CO<sub>2</sub> emitters in the corporate loan portfolio.</li> </ul>

equalling BLKB's CO<sub>2</sub> emissions from its operations and to make soils more resilient to the consequences of climate change. Initial interim measurements are showing encouraging results.

With the Frenkentaler forestry association and the Forest Climate Protection Switzerland (FCPS) association, BLKB also supports measures to make regional forests more climate-resilient (see [Nature conservation activities](#)). The bank also offers its customers the opportunity to participate in the WaldBeiderBasel projects to plant more climate-resilient trees through the Future Account and the Gift Savings Account Future.

#### Climate protection in operations

BLKB also relies on forward-looking solutions in its operational energy management. The bank is increasing its energy efficiency continuously, using renewable energies where technically possible, and taking precautions to ensure a secure energy supply. The resulting decrease in energy consumption has a positive effect on its operating costs.

To reduce its heating requirements, BLKB renovates its buildings to make them more energy efficient, optimises its operations regularly and monitors consumption continuously. The project to completely renovate BLKB's head office gained momentum during the reporting year and is a milestone. The renovation integrates well-preserved structural elements of the

building and will meet strict requirements regarding energy efficiency, resources conservation and circular construction.

During the reporting year, BLKB met 88% of its total heating requirements with district heating, which uses wood, heat pumps, combined heat and power plants, as well as fossil energy sources. Wherever possible, BLKB equips properties without access to district heating networks with fossil-free heat generators such as heat pumps.

In terms of electricity consumption, BLKB uses low-consumption building systems and lighting and adjusts them to the demand. It obtains all its electricity from renewable sources. Some is generated by the bank's own photovoltaic system (105,883 kWh in 2025, around 47% more than in 2024) for own consumption and by BLKB's public e-charging stations. For the remaining part, the bank relies on hydro-power.

BLKB's entire vehicle fleet has been electric since 2024. Employees are provided with an SBB Half-Fare Travelcard or can purchase a ticket for work-related trips from the Northwestern Switzerland fare network. In the reporting year, BLKB launched a pilot project with Pick-e-Bike, which allows employees to use e-bikes and e-scooters free of charge. The bank uses awareness-raising measures to encourage employees to adopt climate-friendly mobility behaviour.

For detailed key figures on climate protection relating operations, see [KPI on environment](#).

### **Outlook**

During the reporting year, BLKB took significant steps to further develop climate protection measures, particularly in its core business (see [Responsible products and services](#)). The bank will further align its products, services and decision-making with its net zero target and respond flexibly to new developments and insights along the way.

# Biodiversity

Biodiversity was defined as a new key topic for BLKB during the reporting year (see [Forward-looking approach](#)). A bank can contribute to preserving biodiversity and at the same time seize the associated opportunities – for example by developing its financing and advisory services, supporting solution providers or making focused investments. The topic is also gaining in importance for BLKB from a risk perspective and due to regulatory requirements, in particular due to the loan portfolio's exposure to nature-related risks and the effects of biodiversity loss on the supply chains of financed and invested companies. Furthermore, the financing of buildings can promote urban sprawl and thus further strain on biodiversity. While BLKB currently can only record and not actively manage the effects in its core business, promoting biodiversity in the immediate vicinity of its own offices becomes an area where the bank can make a direct difference.

To better understand the effect of biodiversity loss on its key stakeholder groups, BLKB is continuously expanding its knowledge of the subject. In particular, it plans to further specify where changes in its products, services and supply chain are possible, review relevant guidelines, and mitigate where possible and appropriate.

## Nature-related financial risks

The importance of nature preservation for the stability of the economic system has now been scientifically proven. The global loss of biodiversity and ecosystems therefore also entails financial risks for companies and financial institutions. In view of this, FINMA Circular 2026/1 requires banks to systematically consider nature-related financial risks starting in 2028. This also makes biodiversity an integral part of risk management and reporting. During the reporting year, BLKB continued to review ways of implementing the content laid out in the FINMA Circular. The methods used and the results from the analysis are described in the [Risk management and control](#) chapter.

## Nature conservation

BLKB is committed to preserving regional forests and local recreational areas. Since 2024, it has been supporting the Frenkentaler forestry association's Paradiesli project in collaboration with Theater Basel to promote biodiversity in the area with the same name in Langenbruck. Active forest-edge management restores displaced habitats that are essential for many animals. BLKB can also make an important contribution to its own buildings. For example, the outdoor area of the BLKB branch in Aesch was redesigned to promote biodiversity – as a pilot project for the future upgrading of the other outdoor areas.

# Circular economy

BLKB attaches importance at its locations to resource-saving operations, whereby its direct environmental effect is low compared to other sectors, such as manufacturing. However, through its financing and advisory services, the bank can contribute to promoting the circular economy and at the same time benefit from its development – for example, by financing solution providers or making focused investments. In the reporting year, the circular economy was defined as a key topic for BLKB (see [Forward-looking approach](#)). The concept will be developed further starting in 2026.

## Reuse strategy for the head office renovations

From 2026, the head office in Liestal will be fully renovated. In the interests of the circular economy, BLKB relies on a reuse strategy that was developed in dialogue with builders, project managers and experts in the field. As part of the conversion, the highest possible amount of the existing building will be preserved. Materials and components will be reused (on-use) wherever practical and technically feasible. Building materials will now be sourced from organic and regional production if possible, and rainwater is either fed into the natural seepage or used in toilets and gardens. The new head office will enable employees to adopt forward-looking forms work from 2030 onwards (see [Flexible working](#)).

## Materials and paper

BLKB also aims to further reduce the amount of materials. It purchases products made from the highest possible proportion of recyclable, recycled or environmentally friendly materials. BLKB provides drinking water in refillable glass bottles, and drinks are purchased in PET bottles only in exceptional cases. Crockery is available to employees in the kitchens. Types of waste are systematically separated and disposed of in line with applicable environmental standards (for details on paper and water consumption and waste generation, see the [KPI on environment](#) chapter).

# KPI on environment

Aspect	Data capture quality	GRI standard	Unit	2025	2024	2023
<b>Key figures on "Environment"</b>						
Number of heating degree days (parent company)	High (3)	302-1	HDD	2,638	2,512	2,457
Energy consumed in buildings (total)	High (3)	302-1	MY / FTE	16,712	15,545	15,036
– Electricity	High (3)	302-1	MY / FTE	8,863	8,674	8,512
– Heating energy	High (3)	302-1	MY / FTE	7,849	6,870	6,524
<b>Climate change</b>						
Banking operations (total), Scope 1–3	Good (2)	305-4	kg CO <sub>2</sub> /FTE	564	515	573
– Banking operations Scope 1	Good (2)	305-1	kg CO <sub>2</sub> /FTE	67	69	178
– Banking operations Scope 2	Good (2)	305-2	kg CO <sub>2</sub> /FTE	148	124	119
– Banking operations Scope 3	Good (2)	305-3	kg CO <sub>2</sub> /FTE	349	323	276
Banking operations (total), Scope 1–3	Good (2)	305-4	t CO <sub>2</sub> e	520	488	547
– Banking operations Scope 1	Good (2)	305-1	t CO <sub>2</sub> e	61	65	170
– Banking operations Scope 2	Good (2)	305-2	t CO <sub>2</sub> e	136	117	114
– Banking operations Scope 3	Good (2)	305-3	t CO <sub>2</sub> e	322	306	263
Commuter traffic (Scope 3)	Low (1)	305-3	t CO <sub>2</sub> e	1,102	1,134	n/a
Financed emissions (total, Scope 3)	Good (2)	305-3	t CO <sub>2</sub> e	495,275	550,141	598,879
– Mortgage business (Scope 3)	Good (2)	305-3	t CO <sub>2</sub> e	117,772	126,446	130,146
– Commercial loans (Scope 3)	Good (2)	305-3	t CO <sub>2</sub> e	80,032	79,601	80,455
– Investment business (Scope 3)	Good (2)	305-3	t CO <sub>2</sub> e	297,471	336,581	380,574
<b>Circular economy</b>						
Waste (total, parent company)	High (3)	306-3	kg/FTE	103	95	127
– Recycling (parent company)	High (3)	306-4	kg/FTE	49	44	58
– Incineration (parent company)	High (3)	306-5	kg/FTE	54	51	69
– Landfill (parent company)	High (3)	306-5	kg/FTE	0	0	0
– Special waste (parent company)	High (3)	306-5	kg/FTE	0	0	0
Paper purchased (total, parent company)	High (3)	306-3	kg/FTE	71	68	76
– Recycling (parent company)	High (3)	306-3	kg/FTE	65	62	70
– Fresh fibre ECF, TCF (parent company)	High (3)	306-3	kg/FTE	6	6	6

The figures comply with the requirements of the Ordinance on Climate Disclosures. Unless otherwise stated, all tables use 30 June as the reporting date and include consolidated data for the Group.

## KPI on climate change

Greenhouse gas emissions are recorded in line with the requirements of the greenhouse gas protocol and calculated jointly with specialised partners. Scope 1 includes direct greenhouse gas emissions, Scope 2 indirect emissions from electricity and district heating purchased, and Scope 3 other indirect emissions. Emissions from operations are reported in absolute tonnes of CO<sub>2</sub> equivalents and are relative per FTE (t CO<sub>2</sub>e/FTE).

Energy consumption of buildings, business travel and greenhouse gas emissions per FTE increased during the reporting year. The main reasons were the higher number of heating degree days (HDD) and the declining number of full-time equivalents. The emissions from commuter traffic are estimated based on data from the microcensus of the Canton of Basel-Landschaft. The resulting figures are not included in the total emissions from banking operations due to their relatively lower quality.

## GHG emissions of the investment portfolio

The parent company uses emissions data and MSCI ESG calculation aids for its investment portfolios. The figures refer to both direct and, if available, indirect investments; on-balance-sheet own investments are not material. Weighted

Average Carbon Intensity (WACI) is calculated in tonnes of CO<sub>2</sub> equivalents per CHF million in revenue. The weighted data quality score in accordance with PCAF is shown for the direct investments in the portfolio.

### Greenhouse gas emissions for the investment business (Scope 3 C15) since 2023

	Investment volume (CHF million)	Coverage (%)	Financed emissions t CO <sub>2</sub> (Scope 1, 2)	WACI t CO <sub>2</sub> /CHF million in revenue (Scope 1, 2)	Footprint t CO <sub>2</sub> /million CHF financing volume (Scope 1, 2)	Weighted data quality PCAF score (direct investments)
2025	8,076	96.7	297,471	91.4	38.1	1.45
2024 <sup>1)</sup>	7,664	97.0	336,581	96.1	45.2	2.12
2023 <sup>1)</sup>	6,308	95.5	380,574	99.7	63.3	2.13

<sup>1)</sup> Calculation as at 31 December reporting date

Lower emissions from the investment business during the reporting year are reflected in the entire portfolio and can be attributed to the significantly improved data quality.

### GHG emissions in the mortgage business

For the mortgage business, calculations include the absolute emissions in tonnes of CO<sub>2</sub> and the relative emission intensity in kilograms of CO<sub>2</sub> per square metre of energy reference area (kg CO<sub>2</sub>/m<sup>2</sup>). The calculations are based on input data such as address, year of construction, heating system, energy

reference area, number of floors and renovation data. For heating types, the Basel-Landschaft Register of Buildings and Residents (GWR) is used as a priority information source.

Missing input data are supplemented, where possible, by area-weighted averages or Monte Carlo simulations based on cantonal data. A distinction is made between owner-occupied residential property and investment or commercial properties in accordance with PCAF requirements.

### Greenhouse gas emissions for the mortgage portfolio (Scope 3 C15) since 2023

	Real estate financing volume (CHF million)	Coverage (%)	Financed emissions t CO <sub>2</sub> (Scope 1, 2)	Emission intensity kg CO <sub>2</sub> /m <sup>2</sup> (Scope 1, 2)	Footprint t CO <sub>2</sub> /million CHF financing volume (Scope 1, 2)	Weighted data quality PCAF score
<b>Owner-occupied residential property</b>						
2025	17,470	100	82,372	24.8	4.7	4.07
2024	16,195	100	84,224	27.5	5.2	4.07
2023	16,014	100	88,413	28.6	5.5	4.08
<b>Properties for investment and commercial use</b>						
2025	5,832	100	35,400	19.0	6.1	4.21
2024	6,298	100	42,222	22.0	6.7	4.23
2023	6,051	100	41,733	21.9	6.9	4.25

With regard to the reduction pathway for owner-occupied residential properties and for investment properties valid under the BLKB transition plan, the emission values reported in the reporting year serve as the first indicators for the trend in the overall portfolio. An analysis of the results indicated that the reduction so far can be attributed to low-emission new additions to the portfolio and to energy-related renovations. As of 2025, the key figures indicate that the measures summarised in the transition plan are generally effective, and they will thus be applied again during the next reporting year.

### GHG emissions in the corporate loan portfolio

Emissions for the corporate loan portfolio are reported in absolute tonnes of CO<sub>2</sub> equivalents as well as in relative per million CHF loan ("footprint") and per million CHF revenue ("intensity"). The calculations are based on country- and industry-specific emission factors from the PCAF database. Loans without a clear sector assignment are excluded from the calculation. The reported emissions relate to the volume share in percent of the loans covered. Mortgage-backed corporate loans are allocated to the real estate financing volume or the corporate loan volume for emission calculations depending on the limit type.

### Greenhouse gas emissions for the corporate loan portfolio (Scope 3 C15) since 2023

	Financing volume (CHF million)	Coverage (%)	Financed emissions t CO <sub>2</sub> (Scope 1, 2)	Footprint t CO <sub>2</sub> /million CHF financing volume (Scope 1, 2)	Weighted data quality PCAF score
2025	2,798	98.4	80,032	29.1	4.37
2024	3,255	98.5	79,601	24.8	4.58
2023	3,187	98.1	80,455	25.7	4.66

During the reporting year, the correct emissions factor was used for 2023 and 2024, unlike the one that was used in previous years. As a result, the corrected emissions data for 2024 are 8.6% lower, while those for 2023 are 8.7% lower. The increase in the portfolio's footprint in 2025 is due to a higher proportion of emission-intensive sectors, particularly for the manufacturing, industrial, transportation and construction sectors. While this general trend can be seen at portfolio level, it must also be borne in mind that the data quality of the corporate loan portfolio is limited when it comes to emissions. Total portfolio emissions in the corporate client business are modelled based on the proxy NOGA codes, as actual emissions data reported by corporate clients are

currently not available or accessible in the required quality and quantity.

### Sectors with particular climate effects

Banks are required under the PCAF standard to disclose must disclose their loan portfolio's exposure to CO<sub>2</sub>-intensive sectors of the economy (Scopes 1 and 2) transparently. BLKB therefore discloses the emissions of those sectors that are typically associated with increased greenhouse gas emissions separately.

### Sectors with a particular climate impact

Industry	Analysed financing volume (CHF million)	Weight in portfolio (%)	Financed emissions t CO <sub>2</sub> e (Scope 1+2)	Proportion of financed emissions (%)	Footprint t CO <sub>2</sub> e/million CHF financing volume (Scope 1, 2)	Weighted data quality PCAF score
Material production and industrial activities	332.9	12.1	42,080	52.6	126.4	4.13
Transport	143.1	5.2	3,738	4.7	26.1	4.08
Construction	95.6	3.5	4,399	5.5	46.0	4.36
Mining	0.5	0.0	206	0.3	379.1	4.00
Building management	2.7	0.1	69	0.1	25.5	4.47
Oil and gas	0.1	0.0	1	0.0	6.4	4.02
Other (not high-emission sectors)	2,178.5	79.1	29,541	36.9	13.6	4.42
<b>Total</b>	<b>2,753.4</b>	<b>100</b>	<b>80,032</b>	<b>100</b>	<b>29.1</b>	<b>4.37</b>

Sectors with a strong effect on the climate include energy utilities, mining, transport and manufacturing. In addition, the remaining corporate loan portfolio is included in "Other (not high-emission sectors)." Companies are assigned to sectors based on the respective NOGA classification.

The disclosed financing volume of the analysis equals the part of the corporate loan portfolio for which emissions data are available. Minor deviations in the totals may occur due to rounding.

# Notes

<b>List of abbreviations</b>	<b>57</b>
<b>CO Index</b>	<b>58</b>
<b>TCFD Index</b>	<b>61</b>
<b>GRI Index</b>	<b>62</b>
<b>Contact and imprint</b>	<b>67</b>

# List of abbreviations

Abbreviations/term	Explanation
AMAS	Asset Management Association Switzerland
CA 100+	Climate Action 100+
CRREM	Carbon Risk Real Estate Monitor
nFADP	new Federal Act on Data Protection
EnAW	Energy Agency of the Swiss Private Sector
ESB	Baselland Integration Centre
FINMA	Swiss Financial Market Supervisory Authority
GEAK	Cantonal building energy certificate
GHG Protocol	Greenhouse Gas Protocol
GRI	Global Reporting Initiative
ILO	International Labor Organisation
IPCC	Intergovernmental Panel on Climate Change
ISSB	International Sustainability Standards Board
CIA	Climate and Innovation Act
CO	Code of Obligations
PCAF	Partnership for Carbon Accounting Financials
PRI	Principles for Responsible Investment of the United Nations
RCP 2.6, 4.5 and 8.5	"Representative concentration pathways" are climate scenarios of the IPCC. They are named after the change in global mean temperature up to 2100 compared to the mean 1986–2005. RCP 2.6 is the optimistic scenario with significant climate action, while RCP 8.5 is the pessimistic business-as-usual scenario without serious mitigation measures.
SBA	Swiss Bankers Association
SDG	Sustainable Development Goals
SSF	Swiss Sustainable Finance
SSREI	Swiss Sustainable Real Estate Index
STI	Swiss Triple Impact
TCFD	Task Force on Climate-related Financial Disclosures
UCA	Unfair Competition Act
ABCC	Agreement on the Banks' Code of Conduct with regard to the exercise of due diligence
ASCB	Association of Swiss Cantonal Banks
DDTrO	Ordinance on Due Diligence and Transparency concerning minerals and metals from conflict zones and child labour
FCPS	Forest Climate Protection Switzerland

# CO Index

The Sustainability Report 2025's contents referenced in the following index (including disclosures on climate-related topics) cover non-financial matters in accordance with Art. 964a et seq. of the CO and the Ordinance on Due Diligence

and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

## Transparency concerning non-financial matters

Art. 964b CO	Designation	Reference
<b>Business model</b>		
Para. 2, no. 1	Business model	<a href="#">"Portrait of BLKB Group", p. 8</a> <a href="#">"Forward-looking approach", p. 9</a> <a href="#">"Responsible products and services", p. 13</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
<b>Environmental concerns</b>		
Para. 1	Effects of business activities	<a href="#">"Climate change", p. 46</a> <a href="#">"Biodiversity", p. 50</a> <a href="#">"Circular economy", p. 51</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 2	Concepts	<a href="#">"Climate change", p. 46</a> <a href="#">"Biodiversity", p. 50</a> <a href="#">"Circular economy", p. 51</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 3	Measures and efficacy	<a href="#">"Climate change", p. 46</a> <a href="#">"Biodiversity", p. 50</a> <a href="#">"Circular economy", p. 51</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 4	Key risks and their management	<a href="#">"Risk management and control", p. 20</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 5	Key performance-indicators	<a href="#">"KPI on environment", p. 52</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
<b>Social matters</b>		
Para. 1	Effects of business activities	<a href="#">"Regional value creation and social engagement", p. 38</a> <a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 2	Concepts	<a href="#">"Regional value creation and social engagement", p. 38</a> <a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 3	Measures and efficacy	<a href="#">"Regional value creation and social engagement", p. 38</a> <a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 4	Key risks and their management	<a href="#">"Risk management and control", p. 20</a> <a href="#">"Non-financial reporting on radican", p. 23</a>
Para. 2, no. 5	Key performance-indicators	<a href="#">"KPI on society", p. 44</a> <a href="#">"Non-financial reporting on radican", p. 23</a>

<b>Art. 964b CO</b>	<b>Designation</b>	<b>Reference</b>
<b>Employee concerns</b>		
Para. 1	Effects of business activities	<a href="#">"Working conditions", p. 26</a> <a href="#">"Equal treatment and equal opportunity", p. 29</a> <a href="#">"Employee development", p. 31</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 2	Concepts	<a href="#">"Working conditions", p. 26</a> <a href="#">"Equal treatment and equal opportunity", p. 29</a> <a href="#">"Employee development", p. 31</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 3	Measures and efficacy	<a href="#">"Working conditions", p. 26</a> <a href="#">"Equal treatment and equal opportunity", p. 29</a> <a href="#">"Employee development", p. 31</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 4	Key risks and their management	<a href="#">"Risk management and control", p. 20</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 5	Key performance-indicators	<a href="#">"KPI on people", p. 35</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
<b>Respect for human rights</b>		
Para. 1	Effects of business activities	<a href="#">"Responsible products and services", p. 13,</a> <a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 2	Concepts	<a href="#">"Responsible products and services", p. 13,</a> <a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 3	Measures and efficacy	<a href="#">"Responsible products and services", p. 13,</a> <a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 4	Key risks and their management	<a href="#">"Risk management and control", p. 20</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 5	Key performance indicators	<a href="#">"KPI on society", p. 44</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
<b>Combating corruption</b>		
Para. 1	Effects of business activities	<a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 2	Concepts	<a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 3	Measures and efficacy	<a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 4	Key risks and their management	<a href="#">"Risk management and control", p. 20</a> <a href="#">"Non-financial reporting on radicant", p. 23</a>
Para. 2, no. 5	Key performance-indicators	<a href="#">"Business ethics", p. 40</a> <a href="#">"Non-financial reporting on radicant", p. 23</a> <a href="#">"KPI on society", p. 44</a>

## Due diligence obligations and transparency concerning minerals and metals from conflict zones and child labour (DDTrO)

Art. 964b CO	Designation	Reference	Additional information and omissions
Due diligence obligations			
Para. 1, no. 1	Supply chain policy for minerals and metals potentially originating from conflict-affected and high-risk areas	"Business ethics", p. 40	Not relevant for radicant, as there is no risk exposure (see "Non-financial reporting on radicant", p. 23)
Para. 1, no. 2	Supply chain policy for products or services with reasonable suspicion of child labour	"Business ethics", p. 40	Not relevant for radicant, as there is no risk exposure (see "Non-financial reporting on radicant", p. 23)
Para. 1, no. 3	System for monitoring the supply chain	"Business ethics", p. 40	Not relevant for radicant, as there is no risk exposure (see "Non-financial reporting on radicant", p. 23)
Para. 2	Risk assessment, risk management plan and measures	"Business ethics", p. 40	Not relevant for radicant, as there is no risk exposure (see "Non-financial reporting on radicant", p. 23)
Para. 3	Review by independent specialist	"Business ethics", p. 40	Not relevant for radicant, as there is no risk exposure (see "Non-financial reporting on radicant", p. 23)

# TCFD Index

The Sustainability Report 2025 referenced in the following index contains the information in accordance with Art. 3 of the Ordinance on Climate Disclosures (OCD) and the

recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) referenced therein in the context of environmental matters pursuant to Art. 964b para. 1 CO.

Topic	Recommendation for disclosure	Reference
<b>Governance</b>		
Governance of the company in connection with all climate risks and opportunities	Describe the Board's oversight of climate-related risks and opportunities	<a href="#">"Risk management and control", p. 20</a>
	Describe the Executive Board's role in assessing and managing climate-related risks and opportunities	<a href="#">"Governance", p. 17</a>
<b>Strategy</b>		
Effects of current and potential climate risks and opportunities on the company's business, strategy and financial planning	Describe the short-, medium- and long-term climate-related risks and opportunities that the organisation has identified	<a href="#">"Risk management and control", p. 20</a>
	Describe the effects of climate-related risks and opportunities on the organisation's business, strategy, and financial plan	<a href="#">"Risk management and control", p. 20</a>
	Describe the strategy's resilience to various climate scenarios, including a two-degree scenario or less	<a href="#">"Risk management and control", p. 20</a>
<b>Risk management</b>		
Processes for identifying, rating and managing climate risks	Describe the processes the organisation uses to identify and assess climate-related risks	<a href="#">"Risk management and control", p. 20</a>
	Describe the organisation's processes for managing climate-related risks	<a href="#">"Risk management and control", p. 20</a>
	Describe how the processes for identifying, assessing and managing climate-related risks are embedded in the organisation's overall risk management	<a href="#">"Risk management and control", p. 20</a>
<b>Key figures and targets</b>		
Figures and targets used for rating and managing climate risks and opportunities	Indicate the metrics the organisation uses to assess climate-related risks and opportunities according to the strategy and risk management process	<a href="#">"Climate change", p. 46</a> <a href="#">"KPI on environment", p. 52</a> <a href="#">"Risk management and control", p. 20</a>
	Indicate the GHG emissions for Scopes 1, 2 and, if applicable, 3 and the associated risks	<a href="#">"Climate change", p. 46</a> <a href="#">"KPI on environment", p. 52</a>
	Describe the targets that the organisation uses to manage climate-related risks and opportunities and the related results	<a href="#">"Climate change", p. 46</a> <a href="#">"Risk management and control", p. 20</a>

# GRI index

This GRI index is based on the GRI Universal Standards 2021.

GRI standard	Topic	Place <sup>1</sup>
GRI 2: General information 2021		
2-1	Organisation's profile	SR 2025, p. 8: Portrait of the Group
2-2	Entities included in the organisation's sustainability reporting	SR 2025, p. 7: About this report
2-3	Reporting period, frequency and point of contact	SR 2025, p. 7: About this report
2-4	Corrections or restatements of information	SR 2025, p. 7: About this report
2-5	External audit	SR 2025, p. 7: About this report
2-6	Activities, value chain and other business relationships	SR 2025, p. 8: Portrait of the Group SR 2025, p. 13: Responsible products and services SR 2025, p. 38: Regional value creation and social commitment SR 2025, p. 23: Non-financial reporting on radican
2-7	Workers	SR 2025, p. 35: KPI on people SR 2025, p. 26: Working conditions
2-8	Non-contract workers	SR 2025, p. 26: Working conditions
2-9	Management structure and composition	SR 2025, p. 17: Governance AR 2025, p. 41 et seq.: Corporate Governance Organisational and Business Regulations
2-10	Nomination and selection of the highest governance body	AR 2025, p. 41 et seq.: Corporate governance
2-11	Chair of the highest governance body	AR 2025, p. 41 et seq.: Corporate governance
2-12	Role of the highest governance body supervising how effects managed	SR 2025, p. 7: About this report SR 2025, p. 17: Governance AR 2025, p. 41 et seq.: Corporate governance
2-13	Delegation of responsibility for managing the effects	SR 2025, p. 17: Governance AR 2025, p. 41 et seq.: Corporate governance
2-14	Role of the highest governance body in sustainability reporting	SR 2025, p. 7: About this report
2-15	Conflicts of interest	SR 2025, p. 40: Business ethics
2-16	Communication of crucial concerns	SR 2025, p. 40: Business ethics SR 2025, p. 44: KPI on society
2-17	Collective knowledge of the highest governance body	SR 2025, p. 17: Governance
2-18	Performance evaluation of the highest governance body	AR 2025, p. 62: Remuneration Report SR 2025, p. 26: Working conditions
2-19	Remuneration policy	AR 2025, p. 57: Remuneration Report
2-20	Procedure for determining remuneration	SR 2025, p. 26: Working conditions AR 2025, p. 58 et seq.: Remuneration Report
2-21	Annual total remuneration ratio	AR 2025, p. 61: Remuneration Report In line with the principal owner Canton of Basel-Landschaft's Owner Strategy, BLKB discloses the ratio between the lowest and highest remuneration each year. The possibility of extending this disclosure in the next reporting year will be reviewed.
2-22	Declaration of use for sustainable development	SR 2025, p. 9: Forward-looking approach
2-23	Declaration of commitment to principles and Actions	SR 2025, p. 9: Forward-looking approach SR 2025, p. 13: Responsible products and services SR 2025, p. 17: Governance SR 2025, p. 26: Working conditions SR 2025, p. 40: Business ethics SR 2025, p. 42: Data protection and data security

<sup>1</sup> AR 2025: Annual Report 2025; SR 2025: Sustainability Report 2025

GRI standard	Topic	Place <sup>1</sup>
2-24	Incorporation of declarations of commitment to principles and procedures	SR 2025, p. 17: Governance SR 2025, p. 40: Business ethics
2-25	Procedures for the elimination of adverse impacts	SR 2025, p. 17: Governance SR 2025, p. 33: Customer satisfaction SR 2025, p. 44: KPI on society
2-26	Procedure for seeking advice and reporting concerns	SR 2025, p. 17: Governance
2-27	Compliance with laws and ordinances	SR 2025, p. 33: Customer satisfaction
2-28	Membership of associations and interest groups	SR 2025, p. 12: Stakeholder groups
2-29	Approach to stakeholder engagement	SR 2025, p. 12: Stakeholder groups SR 2025, p. 35: KPI on people SR 2025, p. 44: KPI on society
2-30	Collective bargaining agreements	The bank has no collective bargaining agreements.
GRI 3: Key topics		
3-1	Procedures for determining key topics	SR 2025, p. 9: Forward-looking approach
3-2	List of key topics	SR 2025, p. 9: Forward-looking approach
3-3	Management approach to working conditions	SR 2025, p. 26: Working conditions
	Management approach to equal treatment and Equal opportunities	SR 2025, p. 29: Equal treatment and equal opportunity
	Management approach to employee development	SR 2025, p. 31: Employee development
	Management approach to customer satisfaction	SR 2025, p. 33: Customer satisfaction
	Management approach to regional value creation and social engagement	SR 2025, p. 38: Regional value creation and social commitment
	Management approach to business ethics	SR 2025, p. 40: Business ethics
	Management approach to data protection and data security	SR 2025, p. 42: Data protection and data security
	Management approach to climate change	SR 2025, p. 46: Climate change
	Management approach to biodiversity	SR 2025, p. 50: Biodiversity
	Management approach to circular economy	SR 2025, p. 51: Circular economy
GRI 101: Biodiversity 2024		
101-1	Guidelines for halting and reversing biodiversity loss	SR 2025, p. 50: Biodiversity
101-2	Management of impacts on biodiversity	SR 2025, p. 50: Biodiversity
101-4	Identification of effects on biodiversity	SR 2025, p. 50: Biodiversity
GRI 201: Economic performance (2016)		
201-1	Direct economic value generated and distributed	SR 2025, p. 38: Regional value creation and social commitment SR 2025, p. 44: KPI on society
201-2	Financial implications of climate change for the organisation and other risks and opportunities related to climate change	SR 2025, p. 20: Risk management and control
201-3	Liabilities concerning defined benefit plans and other pension plans	SR 2025, p. 35: KPI on people AR 2025, p. 99: Information on the economic situation of the pension funds
201-4	Financial support from the public sector	SR 2025, p. 38: Regional value creation and social commitment AR 2025, p. 37: Legal form, mandate and state guarantee

<sup>1</sup> AR 2025: Annual Report 2025; SR 2025: Sustainability Report 2025

GRI standard	Topic	Place <sup>1</sup>
GRI 203: Indirect economic effects 2016		
203-1	Infrastructure investments and promoted services	<a href="#">SR 2025, p. 13: Responsible products and services</a>
203-2	Significant indirect economic effects	<a href="#">SR 2025, p. 38: Regional value creation and social commitment</a>
GRI 204: Procurement practices 2016		
204-1	Proportion of spending on local suppliers	<a href="#">SR 2025, p. 44: KPI on society</a> BLKB discloses absolute expenditure on local suppliers for the financial year. The specification of relative figures will be developed for the coming reporting period.
GRI 205: Anti-corruption 2016		
205-1	Operations audited for risks related to corruption	<a href="#">SR 2025, p. 40: Business ethics</a> <a href="#">SR 2025, p. 44: KPI on society</a>
205-2	Communication and training on guidelines and anti-corruption procedures	<a href="#">SR 2025, p. 40: Business ethics</a>
205-3	Confirmed incidents of corruption and measures	<a href="#">SR 2025, p. 40: Business ethics</a>
GRI 206: Anti-competitive conduct (2016)		
206-1	Legal proceedings due to anti-competitive conduct, antitrust and monopoly practices	<a href="#">SR 2025, p. 40: Business ethics</a>
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	<a href="#">SR 2025, p. 52: KPI on environment</a>
GRI 305: Emissions 2016		
305-1	Direct GHG emissions (Scope 1)	<a href="#">SR 2025, p. 52: KPI on environment</a>
305-2	Indirect energy-related GHG emissions (Scope 2)	<a href="#">SR 2025, p. 52: KPI on environment</a>
305-3	Other indirect GHG emissions (Scope 3)	<a href="#">SR 2025, p. 52: KPI on environment</a>
305-4	GHG emissions intensity	<a href="#">SR 2025, p. 52: KPI on environment</a> <a href="#">SR 2025, p. 46: Climate change</a>
305-5	Reduction of GHG emissions	<a href="#">SR 2025, p. 52: KPI on environment</a> Measuring how effective the measures are calls for further action.
GRI 306: Waste 2020		
306-3	Waste generated	<a href="#">SR 2025, p. 52: KPI on environment</a>
306-4	Waste diverted from disposal	<a href="#">SR 2025, p. 52: KPI on environment</a>
306-5	Waste sent for disposal	<a href="#">SR 2025, p. 52: KPI on environment</a>
GRI 401: Employment 2016		
401-1	New workers and employee turnover	<a href="#">SR 2025, p. 35: KPI on people</a>

<sup>1</sup> AR 2025: Annual Report 2025; SR 2025: Sustainability Report 2025

GRI standard	Topic	Place <sup>1</sup>
GRI 402: Employee-employer relations (2016)		
402-1	Minimum notification period for changes in operations	There are no minimum notification periods for significant changes to working conditions. In such cases, BLKB complies with the statutory requirements and informs employees by giving reasonable notice in advance.
GRI 403: Occupational health and safety 2018		
403-1	Occupational health and safety management system	<a href="#">SR 2025, p. 26: Working conditions</a>
403-2	Risk identification and assessment; incident investigation	<a href="#">SR 2025, p. 26: Working conditions</a>
403-4	Employee participation, consultation and communication on occupational health and safety	<a href="#">SR 2025, p. 26: Working conditions</a>
403-5	Employee training on occupational health and safety	<a href="#">SR 2025, p. 26: Working conditions</a>
403-6	Promotion of employee health	<a href="#">SR 2025, p. 26: Working conditions</a>
403-7	Avoidance and minimisation of effects directly related to business relationships on occupational health and safety	<a href="#">SR 2025, p. 40: Business ethics</a>
403-8	Employees covered under a management system for occupational health and safety	<a href="#">SR 2025, p. 26: Working conditions</a>
403-9	Work-related injuries	<a href="#">SR 2025, p. 35: KPI on people</a>
GRI 404: Training and continuing education 2016		
404-1	Average annual number of hours for training and continuing education per worker	<a href="#">SR 2025, p. 35: KPI on people</a>
404-2	Programmes to improve workers' skills and transition assistance	<a href="#">SR 2025, p. 31: Employee development</a>
404-3	Percentage of employees whose performance and professional development is assessed regularly	<a href="#">SR 2025, p. 31: Employee development</a>
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity in governance bodies and employees	<a href="#">SR 2025, p. 35: KPI on people</a>
405-2	Ratio of women's basic salary and remuneration to that of men	<a href="#">SR 2025, p. 26: Working conditions</a>
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective measures taken	<a href="#">SR 2025, p. 35: KPI on people</a>
GRI 408: Child labour 2016		
408-1	Operations and suppliers with a significant risk of child labour incidents	<a href="#">SR 2025, p. 40: Business ethics</a>

<sup>1</sup> AR 2025: Annual Report 2025; SR 2025: Sustainability Report 2025

GRI standard	Topic	Place <sup>1</sup>
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments and development programmes	<a href="#">SR 2025, p. 38: Regional value creation and social commitment</a> <a href="#">SR 2025, p. 44: KPI on society</a>
GRI 414: Social rating of suppliers 2016		
414-2	Negative social effects in the supply chain and actions taken	<a href="#">SR 2025, p. 40: Business ethics</a>
GRI 417: Marketing and labelling 2016		
417-1	Requirements for information about products and services and labelling	<a href="#">SR 2025, p. 33: Customer satisfaction</a>
417-2	Violations in connection with information about products and services and labelling	<a href="#">SR 2025, p. 33: Customer satisfaction</a>
417-3	Violations in connection with marketing and communication	<a href="#">SR 2025, p. 33: Customer satisfaction</a>
GRI 418: Protecting client data 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and loss of client data	<a href="#">SR 2025, p. 42: Data protection and data security</a>

<sup>1</sup> AR 2025: Annual Report 2025; SR 2025: Sustainability Report 2025

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## Branches

Details of our branches and ATMs can be found at [blkb.ch/niederlassungen](https://blkb.ch/niederlassungen).

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# Imprint

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