

# GRI-Index

Sustainability Report 2024 | March 2025

Zürcher Kantonalbank has reported in accordance with the GRI Standards for the period January 1, 2024 to December 31, 2024.

GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

## General disclosures

GRI Standard/ Other source	Disclosure	Location	Omission
		Sustainability Report (SB), Annual Report (AR)	(Requirement(s) omitted, Reason, Explanation)

### The organization and its reporting practices

GRI 2: General Disclosures 2021	2-1 Organizational details	a) SR, p. 8 b) SR, p. 8 c) SR, p. 8-9 d) SR, p. 9-10; AR, Group structure	
	2-2 Entities included in the organization's sustainability reporting	a) SR, p. 9-10 b) There are no differences. c) AR, p. 109-118	
	2-3 Reporting period, frequency and contact point	The report relates to the financial year from January 1, 2024 to December 31, 2024 and is published annually (as in the financial reporting). Unless otherwise stated, all data is presented as of December 31, 2024. Publication date: March 26, 2025 Contact: SR, p. 84	
	2-4 Restatements of information	The sustainability report has no restatements of information.	
	2-5 External assurance	Report of the statutory auditor AR, p. 180-184 No external audit was conducted for the Sustainability report 2024.	

### Activities and workers

GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	a) SR, p. 9-10 b) SR, p. 9-10 c) SR, p. 75 d) AR, p. 57-62 There were no significant changes.	
	2-7 Employees	SR, p. 69-73	
	2-8 Workers who are not employees	-	Information incomplete: Zürcher Kantonalbank does not have complete data on external employees. The collection

of data for the future is being considered.

## Governance

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	a) AR, p. 65-86 b) SR, p. 20-24; AR, p. 65-86 c) AR, p. 65-86	
	2-10 Nomination and selection of the highest governance body	The Regulations on the Preparation of Elections for Members of the Board of Directors and the Chairperson's Committee of Zürcher Kantonalbank («Reglement über die Vorbereitung der Wahlen für die Mitglieder des Bankrats und des Bankpräsidiums der Zürcher Kantonalbank») explains the procedure and the most relevant criteria for nominations: <a href="http://zkb.ch/de/ueber-uns/unser-unternehmen/corporate-governance.html">zkb.ch/de/ueber-uns/unser-unternehmen/corporate-governance.html</a> (Only available in German)	
	2-11 Chair of the highest governance body	AR, p. 78-86	
	2-12 Role of the highest governance body in overseeing the management of impacts	SR, p. 20-24 AR, p. 78-86	
	2-13 Delegation of responsibility for managing impacts	SR, p. 20-24	
	2-14 Role of the highest governance body in sustainability reporting	SR, p. 20-24	
	2-15 Conflicts of interest	SR, p. 24-27 AR, p. 70-75; p. 92; p. 148-149 <a href="http://zkb.ch/en/legal/conflict-of-interest.html">zkb.ch/en/legal/conflict-of-interest.html</a>	
	2-16 Communication of critical concerns	SR, p. 24-27	Confidentiality constraints: The total number and nature of critical concerns are confidential.
	2-17 Collective knowledge of the highest governance body	SR, p. 20-24 AR, p. 74-86	
	2-18 Evaluation of the performance of the highest governance body	SR, p. 20-24 AR, p. 74-77 The Cantonal Parliament of Zurich has charged the Parliamentary Committee for the Supervision of Commercial Undertakings (AWU) with ultimate supervision of the public service mandate in accordance with § 12 of the Cantonal Banking Act on Zürcher Kantonalbank. The annual reporting, in particular the reporting on the public service mandate, serves as the authoritative basis. Furthermore, the AWU defines a focus topic that is an integral part of the annual report (p. 27-54, only available in the German Annual Report).	
	2-19 Remuneration policies	AR, p. 89-100	
	2-20 Process to determine remuneration	AR, p. 89-100	
	2-21 Annual total compensation ratio		Confidentiality constraints: The Annual total compensation ratio is confidential.

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**Strategy, policies and practices**

GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	SR, p. 4-5; p. 8-9	
	2-23 Policy commitments	SR, p. 8-9; p. 15-19 Sustainability policy, <a href="https://zkb.ch/en/home/investor-relations/esg-ir.html">zkb.ch/en/home/investor-relations/esg-ir.html</a>	
	2-24 Embedding policy commitments	SR, p. 21-28	
	2-25 Processes to remediate negative impacts	SR, p. 11-13, p. 24-28, p. 33-35, p. 74-75 AR, p. 31-35, p. 54-56, p. 71-73	
	2-26 Mechanisms for seeking advice and raising concerns	SR, p. 24-26 AR, p. 74-77	
	2-27 Compliance with laws and regulations	Compliance with the relevant laws and regulations for the respective material topic is described in the sustainability report: SR, p. 24-33, p. 38-40, p. 61, p. 66-68, p. 70 Further Information: AR, p. 32-34	Confidentiality constraints: The total number and monetary value of significant instances or fines of non-compliance with laws and regulations (GRI 2-27 a. and b.) are confidential.
	2-28 Membership associations	SR, p. 18 <a href="https://zkb.ch/en/home/investor-relations/esg-ir.html">zkb.ch/en/home/investor-relations/esg-ir.html</a>	

**Stakeholder engagement**

GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	SR, p. 74-75	
	2-30 Collective bargaining agreements	All employees are covered in the employee representation negotiations.	

## Material topics

GRI Standard/ Other source	Disclosure	Location Sustainability Report (SR), Annual Report (AR)	Omission (Requirement(s) omitted, Reason, Explanation)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR, p. 74-75	
	3-2 List of material topics	SR, p. 11-13	
		<ul style="list-style-type: none"> <li>– Responsible management</li> <li>– Responsible sales practices</li> <li>– Digitalisation, cyber security and data protection</li> <li>– Economic benefit</li> <li>– Responsible financing</li> <li>– Responsible investing</li> <li>– Social responsibility (Access to financial services and Human rights)</li> <li>– Greenhouse gas neutrality</li> <li>– Employees</li> </ul>	

### Responsible management

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 24-26	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	SR, p. 25	
	205-2 Communication and training about anti-corruption policies and procedures	SR, p. 24-26	
	205-3 Confirmed incidents of corruption and actions taken	SR, p. 25	

### Responsible sales practices

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 26-27	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	SR, p. 26-27	

### Digitalisation, cyber security and data protection

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 27-28	
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### Economic benefit

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 30-31	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	SR, p. 30-31	
	201-2 Financial implications and other risks and opportunities due to climate change	SR, p. 39-40 <a href="http://zkb.ch/disclosure">zkb.ch/disclosure</a>	

201-3 Defined benefit plan obligations and other retirement plans	AR, p. 40; p. 129
201-4 Financial assistance received from government	SR, p. 30-31

### Responsible financing

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 32
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### Responsible investing

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 33-36
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### Greenhouse gas neutrality

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 37-59
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GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR, p. 57-58
	302-2 Energy consumption outside of the organization	SR, p. 57-58
	302-3 Energy intensity	SR, p. 57-58
	302-4 Reduction of energy consumption	SR, p. 57-58

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR, p. 48; p. 55; p. 57-58
	305-2 Energy indirect (Scope 2) GHG emissions	SR, p. 48; p. 55; p. 57-58
	305-3 Other indirect (Scope 3) GHG emissions	SR, p. 48; p. 55; p. 57-58
	305-4 GHG emissions intensity	SR, p. 57-58
	305-5 Reduction of GHG emissions	SR, p. 57-58

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR, p. 57-58
	306-3 Waste generated	SR, p. 57-58
	306-4 Waste diverted from disposal	SR, p. 57-58
	306-5 Waste directed to disposal	SR, p. 57-58

### Social responsibility (including Access to financial services and Human rights)

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 60-68
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GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR, p. 66-68; <a href="http://zkb.ch/de/ueber-uns/unser-engagement.html">zkb.ch/de/ueber-uns/unser-engagement.html</a>
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### Employees

GRI 3: Material Topics 2021	3-3 Management of material topics	SR, p. 69-73 AR, p. 52-56
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR, p. 70-71 AR, p. 52-53
	401-3 Parental leave	SR, p. 73
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR, p. 71-73

	404-2 Programs for upgrading employee skills and transition assistance programs	SR, p. 71-73 AR, p. 52-55
	404-3 Percentage of employees receiving regular performance and career development reviews	SR, p. 71-73 AR, p. 52-55
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR, p. 70-72 AR, p. 54-55