

2025

GRI Sustainability Report



Thurgauer
Kantonalbank

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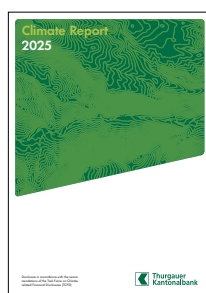


2025 Annual and Sustainability Report

In this report, TKB explains, among other things, how it addresses environmental, social and employee-related issues responsibly. The report also contains explanations regarding respect for human rights and the fight against corruption. It implements the provisions of the Swiss Code of Obligations, which have been applicable to large Swiss companies since 2024.



gb.tkb.ch
tkb.ch/geschaeftsbericht



2025 Climate Report

This publication forms an annex to the Annual Report and the GRI Sustainability Report. It shows how TKB deals with the opportunities and risks presented by climate change. The report follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and its preparation has been mandatory for large Swiss companies since 2024.



tkb.ch/climatereport



2025 GRI Sustainability Report

The bank provides detailed information in this report about how its sustainability strategy is implemented. The report shows professionals what TKB does for its stakeholders, and how those stakeholders are impacted by the bank's business operations. It follows the standards of the Global Reporting Initiative (GRI), the worldwide standard for sustainability reporting.



tkb.ch/gri-fachbericht

Foreword by the Board of Directors and Executive Board



TKB is and will always be more than just a bank. Our actions are characterized by responsibility, reliability and the aspiration to understand the needs of our customers. Sustainability remains a key component of everything we do. We recognize climate change as one of the greatest challenges of our time – and we are doing our part to both limit climate change and achieve our climate targets.

The 2025 reporting year saw TKB review and further develop its sustainability strategy, which included setting targets and defining actions for the years 2026 to 2030, among other things. This strategy establishes a framework for incorporating sustainability even more firmly in all business areas. It focuses on three priorities: Stricter management of TKB's climate targets, improvements to the fundamental dataset for calculating financed emissions and an expansion in the portfolio of advisory services.



In the mortgage business, we have already made some initial progress with respect to the data pool for calculating financed emissions – in particular by recording building and plot identification numbers and performing some initial data cleansing. At the same time, we met with cantonal and national authorities to discuss ways to improve the quality of the public Register of Buildings and Dwellings for the Canton of Thurgau.

We collaborated with the Thurgau Competence Center for Renewable Energy Systems (KEEST) and the Canton of Thurgau to launch a new service aimed at helping companies optimize their energy efficiency and decarbonize operations – the “Operational Optimization for SMEs” (Betriebsoptimierung für KMU) impulse consultation. We also published our first stewardship report. This report provides a transparent overview of our dialog with selected companies and how we responsibly exercised our voting rights in 2024.

Further training for our employees was another priority. In response to new regulatory requirements, we conducted training for all customer advisors and sales-related departments in order to refresh their knowledge and make them more aware of the distinction between ESG and sustainable investment solutions. We adapted the banking systems and processes to meet the new requirements.

The “LernBar” learning platform was launched in 2025. It provides support for new employees when they join the bank and promotes the individual learning and personal development of all employees. We are particularly pleased that our bank has once again been awarded the “We pay fair” label, which certifies that the gender pay gap at the bank is small.

TKB continued its commitment to the community and the region last year as well. For example, it supported two studies through the active participation of its own experts. Employees have been actively engaged in community service missions, with more than 150 missions benefiting people and nature carried out in 2025.

We still face some tough challenges, however. It is therefore essential for us to view sustainability as an opportunity rather than as an issue driven primarily by regulatory requirements. This will help us continue to inspire customers and employees to act sustainably.

TKB will continue to follow the path it has embarked upon – with clear targets, a sense of responsibility, and a vision for a sustainable economy and society. We are certain that – together with our customers, employees and partners – we can still make a difference. Help us in our efforts and engage with us!

Roman Brunner
Chairman of the
Board of Directors

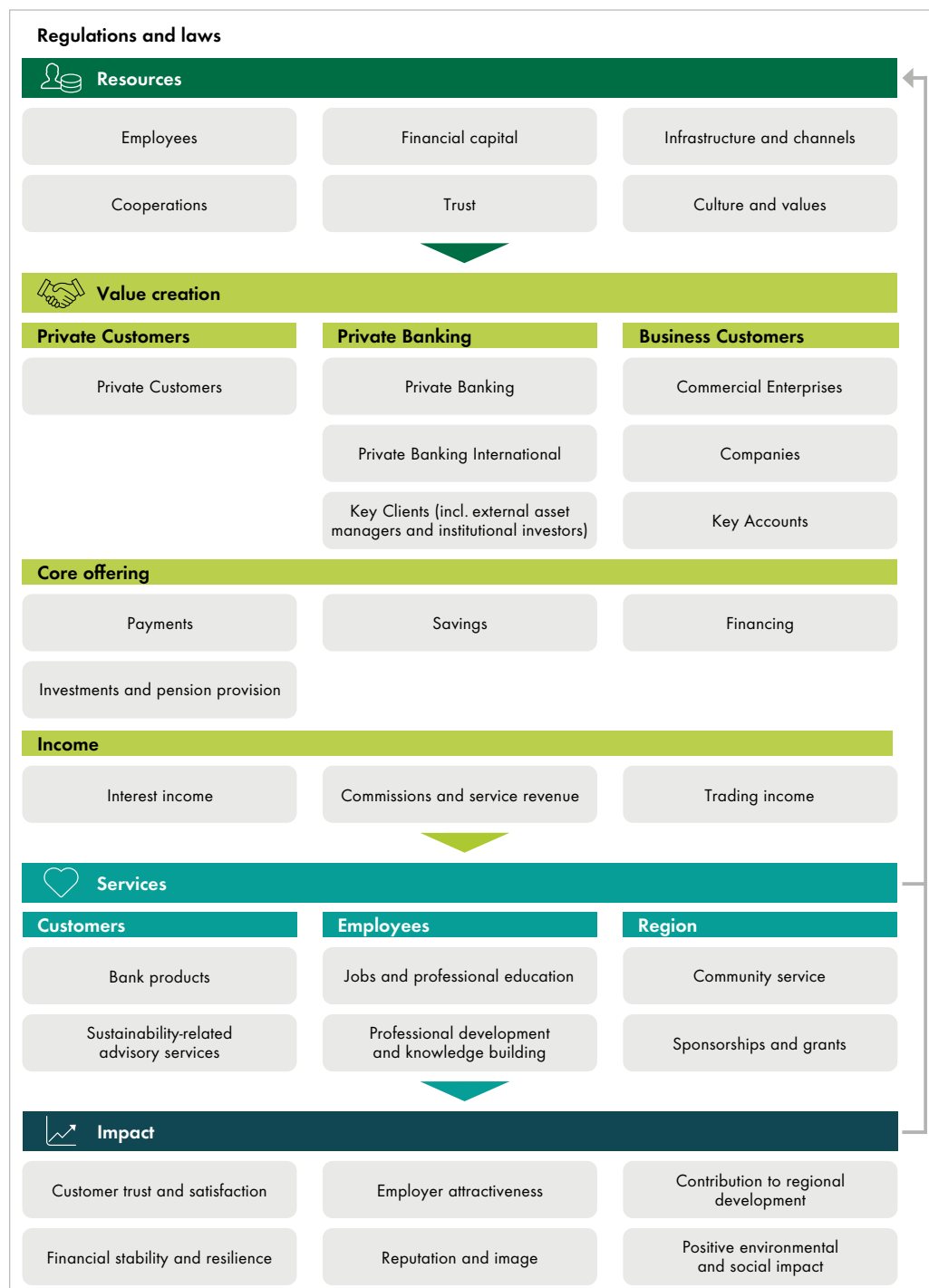
Thomas Koller
Chief Executive
Officer

TKB's business model

TKB is a cantonal bank under public law. It offers comprehensive banking services in the areas of payments, savings, financing, investments and pension provision. The bank's clients include private individuals, commercial enterprises, companies, institutional investors and the public sector. The market area covers the Canton of Thurgau and the neighboring regions. TKB is committed to a strong economy and a diverse society and also takes responsibility as an employer.

The figure below illustrates TKB's value creation process: The bank operates within the regulatory and legal guidelines and achieves value creation through the use of its resources. Value is created when the bank offers products and provides services, thereby generating income. This income forms the basis for TKB to provide services to customers, employees and the region. These services have an impact – and both the services and their impact affect the resources that form the basis of the bank's business operations.

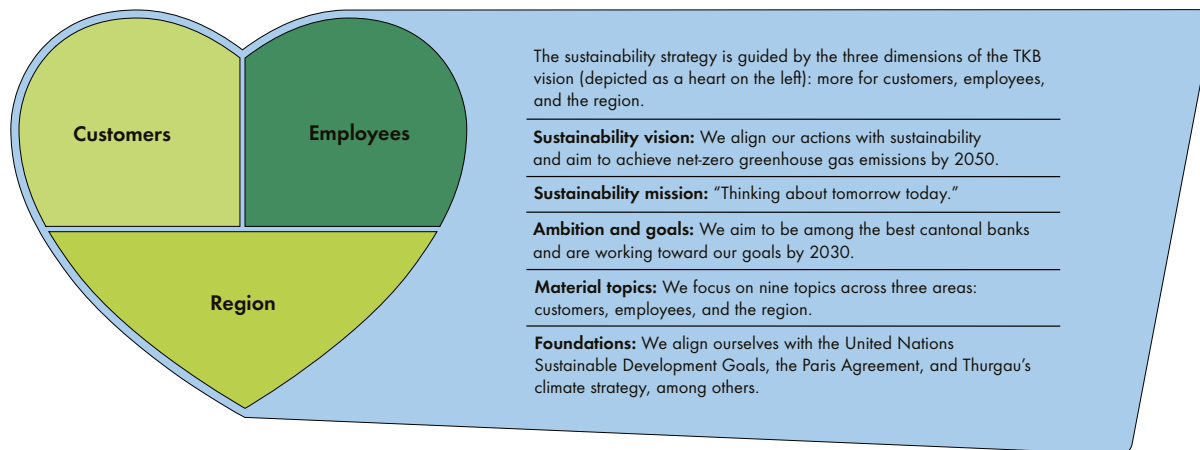
TKB's business model
(Simplified illustration, as of January 2026)



Sustainability strategy

Since 2013, TKB has engaged in systematic sustainability management based on a comprehensive commitment to responsible business conduct. Sustainability forms part of the bank's business strategy and represents a strategic focus of the strategy period from 2023 to 2027. Its commitment to greater sustainability is based on this vision: We focus our actions on sustainability and aim to achieve net-zero greenhouse gas emissions by 2050. In its day-to-day operations, TKB is guided by this mission: Thinking about tomorrow today. When reviewing and upgrading the sustainability strategy during the reporting period, the bank also set targets and defined actions for the years 2026 to 2030. In doing so, it continued to take not only stakeholder expectations into account but national and international initiatives and standards as well.

An overview of the TKB sustainability strategy



The sustainability strategy defines nine material topics. Detailed information on the targets, strategy, actions and key performance indicators is contained in the individual sections of this report. It is published annually; internally, the bank reports by means of a semiannual strategy update.

Background

TKB's actions are guided by its corporate values – grounded, solid, customer-oriented, agile, uncomplicated and empathetic – as well as by overarching Swiss and international standards. These include the UN Sustainable Development Goals (SDGs), the Paris Agreement, Thurgau's climate strategy, the Science Based Targets initiative (SBTi) for setting science-based targets for greenhouse gas (GHG) emissions, the Task Force on Climate-related Financial Disclosures (TCFD) regarding the disclosure of climate-related opportunities and risks, the Partnership for Carbon Accounting Financials (PCAF) for measuring and disclosing GHG emissions, the UN Principles for Responsible Investment (PRI), Circular 2016/1 "Disclosure – banks" of the Swiss Financial Market Supervisory Authority (FINMA) on the transparency of climate risks as well as the recommendations of the association Swiss Sustainable Finance (SSF).

Dealing with negative impacts of business operations

TKB focuses in particular on avoiding negative impacts along its value chain. The specific measures for avoiding and dealing with negative impacts are defined at the level of the material topics and described in the respective sections of the report.

Adoption and monitoring

The sustainability strategy was approved by the Board of Directors as the strategic management body. It delegates implementation – including all actions aimed at achieving the targets set – to the Executive Board. Both bodies are informed semiannually on target achievement.

Sustainability strategy for 2021 to 2025: Target achievement

Only three targets had not been fully met at the end of the strategy period from 2021 to 2025. They will also be addressed in the strategy period from 2026 to 2030:

Target	As at 31 December 2025
Fivefold increase in volume of mortgages linked to ESG criteria	The quantifiable volume of energy mortgages increased by a factor of 2.9 during the strategy period.
Define a target pathway for the investment portfolio	In the case of discretionary mandates (assets under management), the data available regarding third-party fund providers is still too heterogeneous to enable a target pathway to be defined. TKB aims to continuously improve its ESG data pool and the quality of data regarding its financed GHG emissions.
Consistently take sustainability requirements into account and raise awareness of these among business partners (suppliers)	The process for semiannual reporting was established and has been implemented since the reporting year. The Sustainability Declaration will be used and gradually established in the departments. Targeted awareness-raising measures are being developed to further strengthen uniform application.

The sustainability strategy for 2026 to 2030 represents an upgrade of the previous strategy and ties in seamlessly with the activities currently being pursued. That means progress has already been made on the new targets – see the next section for details.

Sustainability strategy for 2026 to 2030: Status of target achievement

Material topic	Target	As at 2025
More for customers		
Climate and environment	TKB reduces its GHG emissions (Scope 1 to 3) in accordance with the science-based climate targets approved by the SBTi.	●
	TKB contributes to climate protection and collaborates with partners to support defined projects.	●
Responsible advisory services	TKB systematically integrates ESG topics into the advisory process for business and private customers in the areas of construction and renovation, investing and business loans.	●
	TKB provides level-appropriate sustainability training to all its employees.	●
	TKB makes an ongoing effort to simplify access to digital services in order to promote digital accessibility.	●
	Customer centricity is firmly established as one of TKB's core values. The bank enjoys a very high level of customer satisfaction and loyalty as a result.	●
	TKB expands its portfolio of awareness-raising and advisory services for private and business customers in the areas of sustainable construction and renovation. During talks about financing, business customers are made aware of issues related to the transition to a low-carbon business model.	●
Sustainable products	The asset management portfolios and TKB's recommendation list for advisory mandates are ESG compliant. Meaningful sustainability reports can be published for TKB's own funds and the portfolios of standard asset management strategies.	●
	TKB promotes product offerings with ESG criteria in the area of financing for sustainable construction and renovation as well as for business loans.	●
Sustainable finance	TKB refines its investment policy (ESG Plus approach), defines a stewardship strategy and publishes its first engagement reports.	●
	TKB expands the systematic integration of ESG criteria into its lending policy and lending process for private and business customers.	●
	TKB expands its pool of ESG-related data and continuously improves the quality of its data on financed GHG emissions (mortgage portfolio, business loan portfolio). TKB ensures that ESG data is collected systematically.	●
More for employees		
Employer responsibility and diversity	TKB promotes the satisfaction and health of its employees.	●
	TKB promotes diversity and ensures equal opportunities for all employees.	●
	TKB promotes the personal and professional development of its employees.	●

Material topic	Target	As at 2025
More for the region		
Corporate governance (business ethics)	TKB maintains a regular and transparent dialog with its stakeholders.	●
	TKB promotes integrity and responsible conduct at all levels.	●
	The Executive Board has a remuneration model that includes sustainability targets.	●
Information security, cyber security and data protection	TKB has a modern and reliable cyber security infrastructure and ensures that customer data is handled responsibly and securely.	●
	Employees are provided with regular training on and made aware of the topics of information security, cyber security and data protection.	●
Procurement	TKB only considers suppliers that meet the bank's sustainability requirements in full.	●
Commitment to the region	TKB promotes community service work that benefits people and nature, in particular to conserve biodiversity and diversity of species. It offers its employees the opportunity to get involved.	●
	Sustainability criteria are systematically taken into account at all bank events, at trade fairs and in connection with sponsorship agreements and commitments.	●

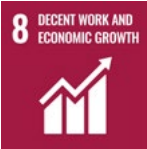


● Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

TKB's contribution to the Sustainable Development Goals

The 17 United Nations Sustainable Development Goals (SDGs) provide an important framework for TKB's sustainability strategy.

TKB contributes to the achievement of several SDGs through its sustainability goals. The following overview shows the three SDGs that are most important for TKB and how the bank contributes to them. The goals where TKB has the greatest potential to make a contribution were identified as priorities.

TKB attributed secondary priority to SDGs 9 (Industry, innovation and infrastructure), 16 (Peace, justice and strong institutions) and 17 (Partnerships to achieve the Goals). The bank contributes to SDGs 4 (Quality education) and 15 (Life on land) as third-level priorities.

SDGs	TKB's contribution
	<ul style="list-style-type: none"> – Support sustainable economic growth by offering products and services in line with ESG criteria – Apply exclusion criteria to ESG controversy topics – Contribute to broad-based economic growth by distributing profits to the canton and municipalities and, whenever possible, by sourcing from regional providers – Create good and safe working conditions, facilitate training and education, and promote equality – Take social sustainability criteria into consideration in the procurement process
	<ul style="list-style-type: none"> – Indirectly support sustainable production by offering products in line with ESG criteria – Promote employees' understanding of sustainability through regular training – Communicate information and raise customer awareness through compact seminars – Incorporate ESG criteria in lending
	<ul style="list-style-type: none"> – Reduce greenhouse gas emissions (Scopes 1 to 3) in accordance with SBTi-approved science-based climate targets – Consider climate- and other nature-related financial risks – Promote product offerings with ESG criteria for sustainable construction and renovation as well as business loans; promote climate protection projects – Reduce emissions and energy consumption through new construction and by converting owned buildings

Sustainability management

TKB aims to integrate sustainability into all the bank's activities. To this end, its sustainability management strategy focuses on embedding sustainability into its guidelines and documents as well as broad participation by various bodies, departments, teams and specialist units.

Generally relevant guidelines and documents

In connection with sustainability, the following overarching guidelines and documents apply to the entire organization. Specific guidelines and documents related to the nine different material topics are listed in the respective sections of the report under "Relevant topic-specific directives."

Document	Contents	Body responsible	Audience
<u>Law on Thurgauer Kantonbank</u>	The cantonal Law on Thurgauer Kantonbank establishes the institutional framework for the business operations of TKB.	Thurgau Grand Council (Grosser Rat)	Public
<u>Owner strategy of the Canton of Thurgau</u>	The owner strategy supplements the Law on TKB. Both of these establish guidelines for the bank's business operations on the part of the main owner, the Canton of Thurgau.	Thurgau Grand Council (Grosser Rat)	Public
<u>Business and Organizational Regulations</u>	The Business and Organizational Regulations govern the Bank's business operations as well as the authority, duties and powers of the highest-level governing bodies and committees within the framework of the statutory provisions.	Board of Directors	Public
<u>Delegation of Authority Regulations</u>	The Delegation of Authority Regulations supplement and specify the Business and Organizational Regulations.	Board of Directors	Not public
<u>Code of Ethics (Code of Conduct)</u>	The Code of Ethics (Code of Conduct) lays the foundation for collaboration within TKB and for how it conducts itself toward its stakeholders. It describes the principles the bank follows with respect to ethics, sustainability and corporate governance.	Board of Directors	Public
<u>Institution-wide Risk Management Framework (risk policy)</u>	The purpose of the framework is to define the risk policy, risk tolerance, risk limits and structural requirements, including sustainability risks (ESG risks).	Board of Directors	Not public
<u>TKB Sustainability Policy</u>	The TKB Sustainability Policy formulates principles for sustainable action and shows how these are implemented in the financing business, in the investment and pension business, in proprietary financial investments and in banking operations. The sustainability policy also defines exclusions for sectors and activities.	Executive Board	Public
<u>Sustainable Procurement Principles</u>	The Sustainable Procurement Principles describe how the bank incorporates sustainability-related aspects when procuring products and services and what it expects of its suppliers.	Executive Board	Public
<u>Sustainability Declaration for Suppliers</u>	The bank has a Sustainability Declaration for Suppliers that obliges its business partners to comply with sustainability requirements.	Executive Board	Public

Role of the Board of Directors

Sustainability is embedded in the banking strategy and is incorporated accordingly into the bank's business planning and annual budget, its remuneration policy and relevant decision-making processes, such as those relating to major capital raisings and participations. In its capacity as TKB's strategic management body, the Board of Directors approves the bank's strategy and sustainability strategy. These include ambitions, targets and indicators on sustainability topics that break new ground in terms of TKB's sustainability strategy. The Board of Directors also approves the sustainability reporting.

The Board of Directors delegates implementation – including all actions aimed at achieving the sustainability targets and indicators – to the Executive Board. For this, the latter is supported by experts and different working groups. The Board of Directors evaluates its performance in the area of sustainability as part of its annual self-assessment, which is documented in writing.

The members and the Chairman of the Board of Directors are each appointed by the Grand Council for a four-year term of office; re-appointment is possible. The members of the Board of Directors are compensated for their work with a flat-rate fee that is not directly linked to the sustainability targets. A detailed description of the remuneration policy can be found in TKB's Annual and Sustainability Report.

As a general rule, the Board of Directors divides its tasks between committees that have different competencies with respect to sustainability. The Strategy Committee is responsible for conducting preliminary discussions on the banking and sustainability strategies, including the climate targets, and reporting on them. The Risk and Audit Committee is responsible for conducting preliminary discussions on climate reporting in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures. It takes note of developments relating to climate-related risks. The Personnel Committee is responsible for preparing the Code of Ethics (Code of Conduct), among other things. A member of the Board of Directors and the Chief Executive Officer are present at all meetings of the Sustainability Advisory Council.

The Board of Directors is informed about the status of sustainability strategy implementation at regular intervals as part of company-wide strategy monitoring. This is done by the Chief Executive Officer with the support of the Sustainability Office. Additionally, the Board of Directors addresses strategic issues related to sustainability on a regular basis.

All members of the Board of Directors attend regular training sessions on the topic of sustainability. When joining, new members of the Board of Directors undergo sustainability training sessions developed in collaboration with the School of Management and Law of the Zurich University of Applied Sciences (ZHAW) (see “Knowledge building” on pg. 23). Continuous checks are performed to establish which sustainability-related competencies are relevant for the members of the Board of Directors so that they can make well-informed decisions and fulfill their responsibilities.

The Board of Directors is also involved in dialog with stakeholders, either through the annual meetings with Thurgau’s Governing Council, which takes responsibility for the bank’s political oversight, or at different bank events. If stakeholder groups raise critical concerns, these are brought to the attention of the Board of Directors via the institutionalized information channels. Moreover, attendance by a Board of Directors member at meetings of the Sustainability Advisory Council enables regular communication with qualified experts.

Integrating sustainability risks into risk management

Sustainability risks, for example in connection with climate change, impact TKB as well. Heightened credit or reputational risks, for example, could trigger higher value adjustments or result in higher costs. Societal expectations, including new legal requirements related to sustainability topics, can also impact the bank’s business model. Sustainability risks as well as information regarding the requirements and instruments for measuring these risks have been incorporated into the institution-wide Risk Management Framework since 2023. TKB views sustainability-related developments and events as risk drivers that can impact existing types of risk. Risk drivers can be found along the three ESG dimensions of environment (including climate-related and other nature-related financial risks), society and governance. Further information can be found in both TKB’s Climate Report as well as the risk management section of the annual financial statements, both of which are contained in the annexes to the [Annual and Sustainability Report](#).

Sustainability Office

The Sustainability Office is the nerve center of the sustainability topic. It forms part of the Corporate Development department and is embedded in the Bank Management division, which reports to the Chief Executive Officer. The Sustainability Office steers the sustainability strategy process, coordinates the implementation of measures, actively structures the development of the bank’s commitment to sustainability, monitors progress annually and ensures transparent reporting. It is also the first point of contact for internal and external stakeholders to ask questions about sustainability. TKB additionally has a Sustainable Real Estate Office; this office provides support to the Sales department on energy topics related to real estate and ensures that sustainability-related aspects are taken into consideration in real estate appraisals.

Sustainability Advisory Council

An advisory council made up of sustainability experts from outside the bank provides support on TKB’s implementation of its sustainability strategy. This body assesses the bank’s efforts and provides new ideas from an outside perspective. The same also applies to the bank’s approach to dealing with climate change and the associated risks and opportunities. A member of the Board of Directors and the Chief Executive Officer are present at all meetings of the Sustainability Advisory Council.

Clearly defined responsibilities

Responsibility is clearly defined for each material topic (see table below). If the topic can be handled independently by an existing organizational unit, a subject matter expert is selected from that organizational unit. The bank has working groups for interdisciplinary topics. They are responsible for target achievement in the relevant material topic, coordinate actions and provide ideas for the bank’s sustainable development. They are in an ongoing dialog with the Sustainability Office, which ensures the reciprocal flow of information.

Material topic	Responsible organizational unit
Climate and environment	Corporate Development, Real Estate
Responsible advisory services	Advisory Services and Sales Development
Sustainable products	Products and Business Analysis
Sustainable finance	Corporate Development
Employer responsibility and diversity	Human Resources
Corporate governance (business ethics)	Corporate Development
Information security, cyber security and data protection	Information Risk Control, Compliance
Procurement	Marketing Services and Sponsorship
Commitment to the region	Marketing Services and Sponsorship

Membership associations and participation in initiatives

TKB is a member of various associations and participates in various initiatives in the area of sustainability. The sustainability strategy and related actions are based on the commitments arising from these memberships and initiatives. All memberships in associations and participation in initiatives are shown on the [TKB website](#) and on the intranet for the staff. TKB is actively involved in, among other things, the Sustainability Working Group of the Association of Swiss Cantonal Banks (ASCB) and the Climate Strategy Working Group of the Canton of Thurgau.

In the case of associations and initiatives of greater relevance to business operations, memberships and participation are announced through the media.

The Executive Board approves participation in initiatives and memberships in associations. For this, the Executive Board specifies who is responsible for integrating the requirements into the operational business and how progress is monitored. The relevant experts in charge of operational implementation decide on the formal assignment of duties (process integration, directives). In those instances where implementation takes place via directives, they are approved by the Executive Board. If the duties entail any implications for business partnerships, these partnerships are made contingent on requirements and contractually regulated where necessary. That is how procurement is handled, for example. Details about how the different requirements are integrated can be found in the relevant sections on the material topics.

Important partners in sustainability management

TKB works together with many partners to manage the relevant sustainability topics. The partners and types of partnership are defined according to the situation and by topic. Relevant partnerships related to the topic of sustainability include those with Zurich University of Applied Sciences (ZHAW) for sustainability training, with myclimate to implement climate protection projects aimed at carbon avoidance, with neustark to implement climate protection projects aimed at carbon removal, and with MSCI ESG to establish the fundamental dataset used to calculate GHG emissions from investments. Other partners for offering attractive financing products and services are the Energy Advice Center of the Canton of Thurgau (Energieberatungsstelle des Kantons Thurgau), the Association of Energy Experts Thurgau (Verein Energiefachleute Thurgau), and the Competence Center for Renewable Energy Systems Thurgau (Verein Kompetenzzentrum Erneuerbare Energie-Systeme Thurgau). Details on the partnerships are outlined in the respective sections on the material topics. The table below lists all associations and initiatives in which TKB is involved.

Initiatives and associations	Description
Energy Agency of the Swiss Private Sector (EnAW)	Founded by Swiss business organizations, this association helps participating companies establish energy consumption reduction targets as well as reach agreements with the Confederation, implement measures aimed at achieving those targets and report on their energy consumption. TKB joined the program in 2019.
Greenhouse Gas Protocol (GHG Protocol)	The internationally recognized standard enables organizations to comprehensively inventory their GHG emissions, which are broken down into three different scopes. TKB has been using this standard to prepare an inventory of its GHG emissions since 2015.
Global Reporting Initiative (GRI)	The Global Reporting Initiative (GRI) Standards are the world's most widely used interdisciplinary standards for sustainability reporting. TKB has applied the GRI reporting standards since 2014.
Paris Agreement	The 2015 Paris Agreement aims to limit average global warming to well below 2 °C compared with pre-industrial levels. Switzerland ratified the agreement in 2017; TKB has aligned its sustainability strategy accordingly.
öbu – Swiss Business Council for Sustainable Development	öbu is committed to a prosperous economy in compliance with ecological and social principles. TKB appreciates the inter-sectoral dialog it has experienced as a member of öbu since 2014.

Initiatives and associations	Description
Paris Agreement Capital Transition Assessment (PACTA)	Financial service providers use PACTA-based climate tests to assess whether their investments and financing align with the Paris Agreement. TKB has participated in this every two years since 2020, most recently in 2024.
Partnership for Carbon Accounting Financials (PCAF)	This initiative for measuring and disclosing GHG emissions caused in connection with loans granted and investments made is led by the financial industry. It has provided TKB with a framework for describing its flows of capital since 2022.
Principles for Responsible Investments (UN PRI)	Six principles promote responsible investments. This sector-based initiative is supported by the United Nations. TKB pledged to uphold the principles in 2021.
Swiss Bankers Association (SBA)	The Swiss Bankers Association (SBA) is the umbrella association of banks in Switzerland and has around 260 member institutions from the various banking groups and other financial service providers. It represents the interests of the Swiss financial center vis-à-vis politicians, the authorities and the general public. TKB is a member and actively participates in the "Disclosure" working group.
Science Based Targets initiative (SBTi)	This initiative helps businesses set science-based targets for reducing their GHG emissions to net zero. The SBTi reviewed and validated TKB's near-term climate targets in 2024.
Sustainable Development Goals (SDGs)	The 2030 Agenda of the United Nations (UN) contains 17 Sustainable Development Goals. They cover the economic, social and environmental dimensions with 169 targets. TKB factored in this goal-based system when formulating its current sustainability strategy.
Swiss Sustainable Finance (SSF)	The Swiss Sustainable Finance association aims to establish Switzerland as a leading sustainable financial services center. TKB has been on board as a founding member since 2014 and is actively involved in the association.
swisscleantech	This business association lobbies for a political framework that promotes efficient technologies and climate-friendly business models. Its members are committed to achieving a carbon neutral Switzerland by 2050. TKB has been a member since 2020 and is actively involved in the association. TKB has also been a member of CEO4Climate, the swisscleantech network for CEOs seeking to make a major contribution to climate protection, since 2021.
Task Force on Climate-related Financial Disclosures (TCFD)	This task force formulated recommendations for reporting on climate risks and opportunities. It has since been dissolved and its standards have been transferred to the International Financial Reporting Standards Foundation (IFRS) and continue to apply. TKB has been aligning with its recommendations since 2021.
Association for Corporate Data Protection (VUD)	The Association for Corporate Data Protection is committed to independent and impartial opinion making in the field of data protection. TKB has been a member since 2019.
Association of Swiss Cantonal Banks (ASCB)	The cantonal banks joined forces in 1907 when they formed the Association of Swiss Cantonal Banks (ASCB). The ASCB represents the joint interests of its members, promotes cooperation among them and helps strengthen the position of cantonal banks in Switzerland. TKB is actively involved in the sustainability working group of the ASCB.

Obligation to observe human rights

TKB pledges to respect human rights and structures its business operations in compliance with Swiss and international standards on human rights. This is enshrined in the [Code of Ethics \(Code of Conduct\)](#), which was adopted by the Board of Directors. That means the bank observes human rights, including the prevention of child labor, when procuring goods and services, when making investment decisions, and when performing credit checks, among other things. For this, TKB is guided by the UN Guiding Principles on Business and Human Rights and the United Nations Universal Declaration of Human Rights and adheres to the international human rights provisions that are binding for Switzerland (including the European Convention on Human Rights (ECHR) and the core conventions of the International Labour Organization (ILO)). The bank uses a risk-based approach to identify and define the risks of human rights violations and takes a stand to prevent, put an end to and mitigate the impact of such violations. Complaints regarding potential human rights violations can be submitted via TKB's communication channels (also see "Communication of critical concerns," pg. 14). TKB's expectations of suppliers with respect to upholding human rights, including the exclusion of child labor, are set out in the [Sustainable Procurement Principles](#) and enshrined in the Code of Ethics (Code of Conduct). TKB requires all its suppliers and business partners whose procurement volume exceeds CHF 10,000 per year to sign a [sustainability declaration](#). By signing this declaration, the suppliers and business partners pledge to comply with the minimum social and environmental requirements (see "Sustainability declarations for suppliers," pg. 48).

Sustainability ratings

Specialized providers evaluate TKB's commitment to sustainability on a regular basis. The table below provides an overview of the different providers and their ratings.

Rating agency	TKB's rating	Description	Rating from
Inrate	B+	With a total rating of "B+," Swiss rating agency Inrate certifies that TKB has a "positive impact on environment and society." Inrate's rating scale ranges from D- (very negative impact on environment and society) to A+ (very positive impact on environment and society).	26 Aug. 2025
MSCI	A	With an overall rating of "A," MSCI ESG – the world's largest rating agency – assesses TKB's ability to manage the most significant ESG risks and opportunities as "average" relative to industry peers. MSCI ESG's rating scale ranges from CCC (laggard) to AAA (leader).	18 Dec. 2024
Ethos	A+	With an overall rating of "A+," the Swiss Ethos Foundation considers TKB to be very well positioned compared to its competitors in terms of exposure to serious controversies or transactions in sensitive sectors and with respect to its GHG intensity and climate strategy. The Ethos rating scale ranges from C to A+.	19 Sep. 2025
ISS ESG	C (Prime)	With an overall rating of "C," the international rating agency ISS ESG ranks TKB as "Prime" according to its methodology. This status is granted to companies whose ESG performance exceeds the sector-specific threshold. ISS ESG's rating scale ranges from D- (poor) to A+ (excellent).	29 Jul. 2025
Sustainalytics	22.7 (medium risk)	With an overall rating of "22.7 (medium risk)," international rating agency Sustainalytics considers the risk of material financial impacts driven by ESG factors on TKB's enterprise value as "medium." The Sustainalytics rating scale ranges from 40+ (severe risk) to 0–10 (negligible risk).	25 Apr. 2025
WWF Switzerland	Ambitious	By classifying TKB as "Ambitious," the environmental protection organization WWF Switzerland in collaboration with INFRAS has certified that the bank has recognized the importance of ecological sustainability and has taken specific and effective measures to record and mitigate environmental consequences. In a ranking of 15 retail banks, TKB took third place, making it one of Switzerland's leading retail banks. The scale comprises five classification categories: Latecomers/ non-disclosing, Mediocre, Ambitious, Pioneer, Visionary. Full details can be found in the WWF Rating of Swiss Retail Banks 2024 and the fact sheet for TKB .	19 Nov. 2024

Dialog with stakeholders

TKB fosters an active, collaborative and candid approach with its internal and external stakeholders. Particularly important to the bank are exchanges with those stakeholder groups that are closely affiliated with it or else either materially impacted by or in a position to influence the bank's business operations. TKB engages in ongoing dialog with its stakeholders to find out what they expect of the bank and which topics are on their minds. TKB would like to understand the specific viewpoints of its stakeholder groups so the bank can address these effectively. The extent and nature of that dialog varies depending on the stakeholder. Different communication channels are used for this dialog. Events organized by the bank, for example, provide an important setting for the bank to come into contact with its stakeholder groups and encourage communication.

TKB regularly engages in dialog with other companies and social actors as an active member of associations and by participating in various initiatives (see overview starting on pg. 10). This commitment revolves around common interests – within the industry as well as across sectors – particularly on topics related to corporate sustainability. As a state institution under public law, TKB is politically neutral and provides funding to neither political parties nor individual politicians. The bank calls attention to its sustainability-related concerns and other issues through memberships in associations, active collaboration in working groups and participation in initiatives.

Stakeholders can follow the progress of TKB's sustainability commitment through various channels. Relevant information can be found in the GRI Sustainability Report and on the [TKB website](#). Stakeholder groups can also contact the Sustainability Office directly; its contact details can be found on the website. TKB additionally organizes regular events on sustainability-related topics, especially for employees and customers.

Relevant stakeholders and their concerns

Stakeholder	Dialog formats and concerns
Customers	TKB engages in customer dialog through different channels. First and foremost of these is personal contact, mainly in the form of advisory sessions. Bank events also provide a popular platform for exchanging information on a variety of topics including investing and pension provision, for example. Other channels for customer contact include the electronic customer portal named "OLIVIA," the bank's website and the customer service center, which can be contacted via telephone, e-mail or chat. TKB is also active on social media, where it engages in dialog with interested persons. Customers' top priorities include transparent and understandable product information, professional advisory services aligned with personal requirements, investment security, customer privacy and the availability of sustainable products and services.
Ownership	The Canton of Thurgau is the majority shareholder of TKB. Responsibilities for political oversight are split between the Governing Council and cantonal parliament, the Thurgau Grand Council (Grosser Rat). Preliminary discussions regarding the bank's Annual and Sustainability Report and the Climate Report in accordance with the TCFD recommendations by a Grand Council committee represent an important opportunity for cultivating dialog. The resulting message from the Governing Council to the Grand Council shows that financial stability and comprehensive and contemporary risk management at TKB are important to the government and parliament. There are also annual meetings between the Board of Directors, the Executive Board and cantonal government to discuss the general course of business and strategy. The Governing Council additionally approves the remuneration policy for the Board of Directors and is informed about the remuneration policy for the Executive Board members. TKB has had participation certificates (PC) listed on the Swiss Exchange since 2014. The owners of the PCs, many of whom are from the canton, are another of the bank's important stakeholder groups. TKB voluntarily holds a participants' meeting for them every year where the bank's management reports on the course of business and current developments at the bank.
Employees	As an employer, TKB favors straightforward communication with staff – across all hierarchical levels. Open doors, being on a first-name basis and the decision to refrain from the use of ranks all contribute greatly to ensuring that communication takes place on an equal footing. The bank welcomes employees contributing ideas via a suggestion system or making individual contributions to the implementation of corporate goals and to personal development through regular dialog with supervisors. Moreover, TKB conducts regular employee surveys to measure employee satisfaction and commitment and to provide information to help it consistently develop the company and its leadership culture along team-based lines. Employees are particularly interested in working conditions, work-life balance, equal opportunities in the workplace and performance-based compensation. The bank enables its staff to learn more about the role of the bank as a sustainable company and contribute relevant ideas through the annual sustainability event for employees.
Analysts and the media	TKB cultivates an active information policy based on continuity and openness. An important part of that is personal contact with analysts and the media. The bank provides transparent and comprehensive information on its business operations – including its commitment to sustainability – through its Annual and Sustainability Report, the Climate Report in accordance with the TCFD recommendations and the GRI Sustainability Report. It answers individual inquiries promptly and adequately. Analysts and the media value the bank's readiness to provide information as well as the consistent availability of information for corporate decision-making – also with respect to sustainability.

Stakeholder	Dialog formats and concerns
Suppliers and business partners	TKB maintains personal contact with its business partners and suppliers. As part of this, it raises awareness of its sustainable procurement principles and integrates sustainability-related aspects into its procurement contracts. It conducts surveys to find out more about the concerns of its suppliers. The bank's business partners and suppliers are interested in long-term and collaborative relationships, with other important factors including selection criteria, order reliability and punctual payment.
Sponsorship partners	TKB is in personal contact with sponsorship partners to liaise about the causes it supports. This includes addressing sustainability-related considerations and their inclusion in contracts. Long-term relationships built on trust are important to both the sponsorship partners and the bank. The partners value the bank's financial support as well as the exchange of knowledge and experience.
Associations and initiatives	TKB is a member of several associations – including organizations specializing in sustainability-related topics – and is actively involved in working groups. The bank is also guided in its actions by national and international initiatives that address socio-political and environmental issues. All commitments revolve around an exchange of knowledge and experience as well as cooperation within the sector and beyond. TKB's involvement in associations and initiatives is described in detail in "Sustainability management" on p. 8.

Communication of critical concerns

Critical concerns and grievances can be conveyed to TKB via different channels. If they have any questions, complaints or critical concerns, employees can contact their supervisors, Human Resources (HR) advisors or the external, independent employee counseling service.

Sexual harassment, discrimination, bullying and transgressions are not tolerated. If employees feel that their personal integrity has been violated in the workplace, they may file a formal complaint. Prior to initiating any formal complaints procedure, employees are advised to meet with HR advisors to discuss the possibility of a complaints procedure and the process involved. There are no repercussions for any individuals who seek such a consultation or raise any complaints. The complaints procedure is initiated by the Head of HR, who appoints an external expert to clarify the matter. The individuals involved are kept informed about any progress made in the proceedings.

Customers can contact their advisor if they have questions, complaints or critical concerns (also regarding products and services), either in person or by mail, e-mail or telephone. Alternatively, they can use e-banking or the contact form on the bank's website to get in touch with TKB. TKB systematically enters this customer feedback into a database with a note on how the issue was dealt with. There is a set process that specifies which customer responses must be submitted to other competent parties. The Executive Board receives an analysis of all external complaints and concerns every month and follows up on any outliers. The Chief Executive Officer informs the competent committee of the Board of Directors (the Bank Committee) about complaints and concerns when necessary and, in agreement with the committee, possibly the entire Board of Directors.

The customer is also free to contact other offices, such as the Banking Ombudsman or the Swiss Financial Market Supervisory Authority (FINMA). The public communication channels to TKB that are available to customers in Switzerland can also be used by all stakeholders. Complaints brought via the Banking Ombudsman or FINMA to TKB are dealt with on a case-by-case basis.

Reporting procedure in the event of violations

Employees can contact the internal reporting offices of the individual departments (HR, Compliance, Legal, Credit Management), which are independent and ensure the necessary confidentiality, in the event of violations of laws, regulatory requirements, terms of employment, directives or other binding standards.

They can also contact the external Whistleblowing Hotline. This independent reporting office is set up at a Swiss law firm located outside the Canton of Thurgau in order to minimize the potential for conflicts of interest. The hotline is to be contacted if reporting suspicions to a supervisor would be inappropriate or if no action is taken following a report to an internal office. Reports to the Whistleblowing Hotline can be anonymous. Even if the report is not anonymous, the external reporting office does not disclose the person making the report. If the external reporting office considers the matter relevant, the requisite information is relayed to the Head of Compliance at TKB, who will open an internal investigation. The Whistleblowing Hotline is informed when an investigation is opened. The person reporting will not suffer any disadvantages unless the report is based on knowingly false information.

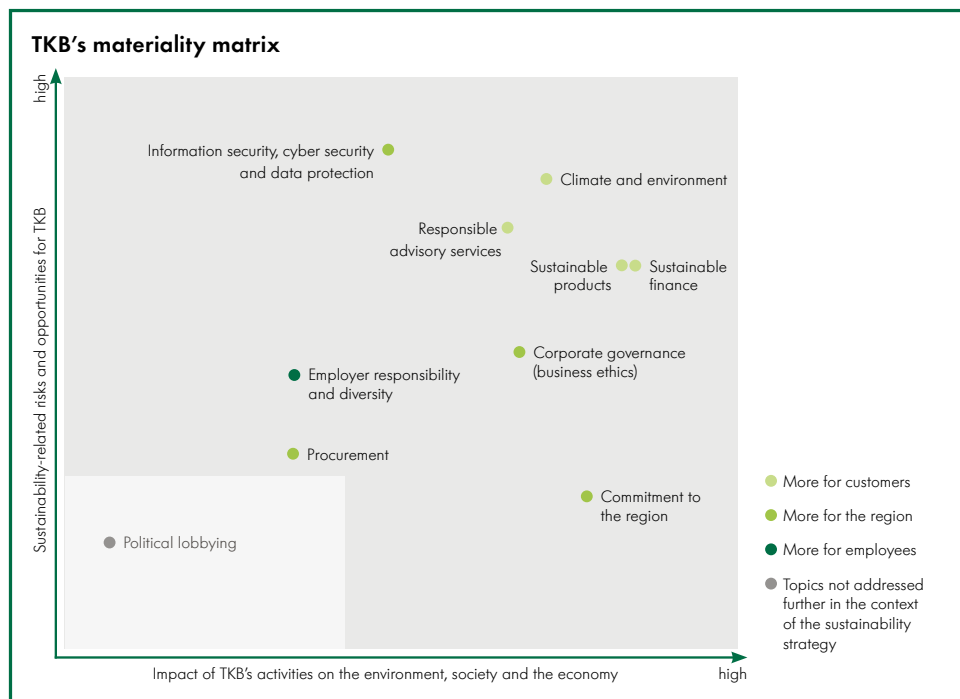
Violations are investigated using the standard process for internal investigations. Depending on the severity of the violation, this may stipulate that disciplinary measures be taken.

Material topics

TKB would like to set the right priorities through its sustainable actions and has defined material topics to that end. For the sustainability strategy revision in 2025, the bank defined nine topics where its actions have the biggest impact on the environment, society, the economy and human rights. This represents a consolidation of the topics compared to the twelve material topics identified in the sustainability strategy for 2021 to 2025 (see the [2024 GRI Sustainability Report](#) starting on pg. 20). TKB's nine material topics are based on a double materiality assessment. The Executive Board and Board of Directors approved the updated materiality matrix.

This report describes the sustainability-related risks and opportunities for each material topic (outside-in perspective) and TKB's impact on them (inside-out perspective). The assessment of the impact of the bank's business operations covered the entire value chain: first to be evaluated were processes involving the procurement of goods, such as cooperation with financial services providers and suppliers. Within the bank, the processes analyzed included real estate management and the operation of branch offices. The focus then shifted to the impact of loans granted and investors' funds. Current sustainability standards, Swiss and international targets as well as benchmarking against top-performing companies were used as metrics for the qualitative analysis. TKB evaluated the scope, degree of severity and probability of the impacts for the topics examined. The topics were also assessed with regard to their significance for 15 stakeholder groups, from employees through suppliers, non-governmental organizations and sponsorship partners to customers and owners.

The sustainability-related risks and opportunities were evaluated for all topics listed in the materiality matrix. To that end, TKB used the same method to evaluate the risks as it does when evaluating all relevant risks for bank-wide risk management. The risk assessment describes risk scenarios and their potential impacts. This assessment looked at the potential for damage, the probability of occurrence, the impact on the bank's reputation and the implication for the bank's overall risk. The risk scenarios were then assigned to the various material topics. Opportunities were evaluated in terms of their extent as well as the probability that the opportunity will be seized. The risk and opportunity analysis was validated at an in-house workshop. The results of both evaluations were compiled and weighted when consolidating the risk-based and opportunity-based perspectives. The Sustainability Office was in charge of the process; it was supported by Corporate Development, Risk Control and Compliance. The material topics were identified with the help of an advisory firm that specializes in sustainability.



TKB's commitment to sustainability focuses on nine material topics. These are the sustainability-related topics where the bank's business operations have the greatest impact on the environment, the economy and society (horizontal axis) and which present particularly significant risks and opportunities for TKB's business operations (vertical axis). Each material topic is allocated to a dimension of the banking strategy and categorized by color in the materiality matrix.

Climate and environment

The climate and environment topic encompasses a multitude of aspects that are crucial for environmental sustainability, including GHG emissions, energy consumption, biodiversity, waste and resource management, water and pollution.

The climate and the environment are strategically important to TKB and form part of its commitment to greater sustainability. The bank can contribute by making its own investment decisions (both in its loan and investment portfolio and in its proprietary financial investments) and its operational processes climate-friendly (also see “Sustainable finance” starting on pg. 30). TKB aims to achieve net-zero GHG emissions from its operations, financing and investment activities by 2050. The short-term climate targets formulated for Scopes 1 to 3 for this purpose were validated by the SBTi in 2024. TKB is reducing energy consumption at all locations and along its value chain by focusing on energy efficiency and renewable energy sources. It is contributing to the conversion of energy systems by taking energy intensity and energy source into consideration when procuring products and services. TKB uses consumables sparingly and prioritizes resource efficiency and recyclability when making procurements. TKB’s impact and the resulting risks and opportunities are negligible when it comes to biodiversity, water and pollution. It monitors relevant (regulatory) developments and implements the relevant requirements.

Impacts, opportunities and risks

Impact of business operations	TKB’s direct environmental impact stems mainly from the provision of its banking services, e.g. from energy consumption by its IT infrastructure and building technology, from employee commuting and business travel, and from the use and disposal of various materials in its offices. TKB also has a major lever for influencing its environmental impact through its construction of new offices and renovation of existing ones. Most of the bank’s environmental impacts are indirect, however, and it influences the flows of capital through its financing and investment activities. Positive impacts can arise if customers invest in sustainable investments or use the mortgages granted for energy-efficient renovations or the construction of new energy-saving properties.
Sustainability-related opportunities	The transition to a climate-friendly economy opens up business opportunities for TKB since decarbonization requires large investments. TKB can steer the flows of capital toward sustainable activities through the mortgages and business loans it grants. The real estate sector has an enormous amount of potential for reducing GHG emissions. By providing proactive support to its customers, the bank can identify and take advantage of financing opportunities at an early stage and support sustainable construction activity. Accordingly, the bank’s strategy calls for TKB’s business model to be aligned with ESG criteria. Reducing its own energy consumption enables the bank to cut its costs, increase its independence and boost its reputation. The bank’s economical use of energy enables it to serve as a role model and to encourage third parties to implement energy-efficient measures. TKB rates these opportunities as significant. The bank’s sustainability-related opportunities are negligible with respect to resource use and the circular economy. TKB nevertheless considers the prudent use of resources important because it elicits a positive response from stakeholders. Exemplary conduct enables the bank to raise its employees’ awareness of environmentally friendly behavior in everyday life and to motivate them. This, in turn, helps it cultivate a positive image in the banking world.
Sustainability-related risks	With regard to climate and the environment, TKB primarily faces risks that affect its financing and investment activities. The financing of residential and commercial real estate is immensely important to the bank. Accordingly, the potential consequences of climate change have the greatest impact on its credit risk. Transition risks, such as rising levies for GHG emissions or an increase in loan defaults, and physical risks, such as flooding, are important to TKB. Market, liquidity and operational risks, on the other hand, are only impacted indirectly by climate change – and only to a small degree. In the short to medium term, climate change poses a low risk to the bank across all risk types. In the long term, TKB expects the importance of physical climate risks to grow. However, compared with other non-climate-related risks and measured against equity, these are currently assessed as moderately low. The bank has taken steps to mitigate these risks, including implementing the statutory requirement to disclose climate-related risks and opportunities in accordance with the TCFD recommendations. TKB has not identified any material sustainability-related risks related to its energy consumption. The bank is prepared for rising energy prices and is limiting its dependence on fossil fuels and reducing the energy consumption of its own internal infrastructure on an ongoing basis. For other nature-related financial risks – such as the impact of declining biodiversity – TKB has identified potential risks and examined whether they are material to the bank’s business operations. TKB has concluded that this is currently not the case. The bank’s approach to nature-related financial risks has been enshrined in its corporate governance structures and processes as well as its risk management.

Expectations of the bank

Efficient management of direct environmental impacts and resource-efficient business operations are assumed. Since the greatest impact of the bank’s business operations stems from its financed emissions, this is where the bank can have the biggest impact. TKB is therefore expected to take effective measures to reduce its financed emissions. As a local bank with close ties to its customers, one way in which TKB exerts its influence is by offering suitable financing and investment products. Another is by helping private individuals and companies – especially SMEs – reduce their own emissions. Finally, supervisory authorities, investors and rating agencies expect TKB to address and manage climate-related and other nature-related financial risks. With regard to other nature-related financial risks, the focus is primarily on assessing and, if necessary, mitigating the negative effects on the bank of the progressive loss of biodiversity.

Relevant topic-specific directives

Generally relevant guidelines and documents according to pg. 8

Management approach

TKB does not want to operate at the expense of future generations. It complies with the environmental laws in force in Switzerland and tries to positively influence its direct environmental impacts while avoiding or reducing its negative impacts. These efforts will help Switzerland achieve its net-zero target by 2050. TKB has developed binding and science-based reduction targets for both its own and its financed GHG emissions. Its near-term climate targets were validated by the SBTi in 2024. These targets should help to limit global warming to well below 2 °C. The bank's reporting on climate matters follows the TCFD recommendations.

Environmental management system

The bank has an environmental management system that meets the requirements of the GHG Protocol. It uses this system to record consumption of energy, water and paper, waste and GHG emissions as well as the environmental impact of mobility and of purchased goods and services. GHG emissions and energy consumption at the bank's own premises are taken into account, as are those of its external data centers and online service providers. TKB uses the results of these inventories to check the effectiveness of its measures annually and optimizes them as needed. These efforts prioritize the avoidance of negative environmental impacts. If negative environmental impacts are not entirely avoidable, the bank will implement improvements or alternative measures, such as the use of renewable energy. When calculating and disclosing its financed GHG emissions, TKB uses the PCAF standard for preparing its GHG inventory and reporting (see the [TKB Climate Report](#), pg. 22).

Nature-related financial risks

The Risk Control department and the Sustainability Office deal with nature-related financial risks, which also include climate risks. Going forward, their focus will no longer be solely on climate change and how it impacts financial institutions' business operations, but also on other changes in nature – such as species extinction, air pollution and deforestation. TKB has analyzed FINMA's requirements and enshrined the handling of nature-related financial risks in its corporate governance structures and processes and in its risk management. Potential risks were identified and examined to determine whether they are material with respect to the bank's business operations. TKB has concluded that this is currently not the case.

Electricity

Since 2012, TKB has relied exclusively on natural electricity generated in Switzerland, largely from renewable sources, for buildings that it owns or leases. 100 percent of the power requirements of the external data centers is met by renewable energy. TKB's fleet of company vehicles, comprising nine cars, was switched to electric vehicles (including a plug-in hybrid) in 2022. The bank is also setting up e-charging stations for public use and e-charging stations for employees at selected locations.

Real estate

When building and renovating its own buildings, the bank applies sustainability criteria that are set out in the real estate strategy passed in 2021. These criteria complement the guideline for ecological construction that it adopted in 2014. Whenever heating systems are replaced, TKB refrains from using fossil fuels where possible and instead relies on self-produced electricity.

Mobility

Business and commuter traffic is responsible for a significant proportion of the bank's direct GHG emissions. Given the rural nature of the Canton of Thurgau, many employees use cars to travel to work. The bank conducts regular employee mobility surveys to improve the quality of its fundamental dataset and to derive ideas on ways to support its employees in their mobility behavior. Progressive working-from-home policies and the expansion of virtual meetings to avoid business travel are the first action points.

Procurement and resource management

The general principles for the procurement of goods and services focus with respect to environmental issues on recognized sustainability labels and certifications (see details in "Procurement" on pg. 47). The bank mainly uses recycled paper and is progressively digitalizing its processes to reduce its consumption of paper in its operations. Other steps for reducing resource consumption include optimizing food consumption in the staff restaurant and continual reductions in the number of printers.

Raising employee awareness

Finally, the personal behavior of employees regarding energy use, resource consumption and waste disposal are important to the success of the bank's "Climate and environment" dimension. TKB employs various awareness-raising measures, such as articles in the employee magazine and events, to encourage its employees to behave in an environmentally friendly way in their day-to-day work and beyond. It also promotes an exchange of knowledge in the canton. TKB regularly uses external communication channels, including social media, to address environmental issues with an interested public (also see "Knowledge building" in the section entitled "Responsible advisory services" on pg. 23).

GRI 102: Climate Change 2025/GRI 103: Energy 2025

The previous standard GRI 305: Emissions 2016 will be replaced by the new standards GRI 102: Climate Change 2025 and GRI 103: Energy 2025 with effect from 1 January 2027. TKB's need to take action primarily concerns the more precise and transparent documentation of system boundaries, methods and assumptions; the consistent allocation of individual consumption/emission data (e.g. rented space, general electricity); and the provision of selective supplemental energy-related information (validation of cooling, energy sales (if any), safeguarding renewable components of district heating).

GRI 102: Climate Change 2025

TKB's environmental management system (EMS) already has an established fundamental dataset and calculation logic, which means that key quantitative requirements can be met in principle. The following points in particular have been addressed or already implemented/supplemented as part of the gap analysis:

Reduction targets and progress (including GRI 102-4)

- Base year 2022 (fundamental dataset consistent from this point in time).
- Target system established in the context of the SBTi submission in 2023 and confirmed in 2024.

Scope 1 (GRI 102-5)

- As TKB does not currently operate wood-fired heating systems categorized as Scope 1 and uses neither biogas as a combustible nor synthetic biofuels as a propellant, its biogenic emissions in Scope 1 are very low. In the absence of a nationwide alternative for Switzerland, the inventory was prepared based on values obtained from England (DEFRA) for the biogenic components of diesel and gasoline. As soon as a nationwide alternative is available for Switzerland, the fundamental dataset will be adjusted accordingly.
- Base year 2022 (fundamental dataset consistent from this point in time).

Scope 2 (GRI 102-6)

- Calculation and target setting are based on the market-based approach.
- Location-based results also exist and will be made available from 2026 onward in compliance with the new standards (dual reporting).
- Central demarcation point: Electricity consumption of rented space including general electricity is to be more consistently accounted for outside of Scope 2 and under a suitable Scope 3 category (e.g. leased assets) instead.
- GWP values with a 100-year time horizon according to the latest IPCC Assessment Report are used to convert figures into CO₂ equivalents.

Going forward, analyses will be presented for specific GHGs wherever possible instead of exclusively in CO₂ equivalents. In addition, biogenic emissions and location-based emissions will likewise be included in the GRI Sustainability Report from 2026 onwards.

GRI 103: Energy 2025

The focus for GRI 103-2 is on the complete and transparent disclosure of energy purchased within the organizational boundaries, including a breakdown by renewable/non-renewable and – where relevant – own production and energy sales.

Energy procurement

- Purchased energy consumption (especially electricity and heating via district heating) disclosed based on the EMS tool (meter readings in kWh/year).
- No assumptions had to be made in the 2024/25 reporting year, as complete measurement data was available.
- Cooling and steam are not purchased and therefore not reported as purchased energy.
- Renewable share of electricity: can be read every year; district heating: classified as fully renewable.

Organizational boundary

- Energy consumption by tenants, general electricity and additional rental spaces are considered to be outside of the organization in accordance with the GHG Protocol and are not reported.

Organization

The Sustainability Office is responsible for the operational EMS. The measures are implemented by the Real Estate department. The Risk Control department is responsible for calculating financed GHG emissions. The Sustainability Office is responsible for working out strategic matters (including climate targets); for further details, see the material topic of “Sustainable finance” starting on pg. 30. TKB engages the support of an external partner to manage its EMS, particularly for data gathering and analysis.

Status of target achievement

Target: TKB reduces its GHG emissions (Scopes 1 to 3) in accordance with the science-based climate targets approved by the SBTi (for detailed information on target achievement, see the [Climate Report in accordance with the TCFD recommendations, p. 32](#)).

KPI	Target year	Status	As at 2025
Direct operational GHG emissions (Scope 1): 42% reduction in absolute GHG emissions compared to 2022	2030	●	<ul style="list-style-type: none"> +38% deviation from target pathway (2024: -9%) The winter of 2024/25 was significantly colder than that of the previous year, which caused an increase in the demand for heating. Additionally, several properties had to rely more heavily on or additionally use fossil fuels due to malfunctions in their renewable heating systems
Indirect operational GHG emissions (Scope 2): 100% of purchased electricity from renewable sources	2030	●	<ul style="list-style-type: none"> Increase the proportion of purchased electricity from renewable sources to 90% (2024: 75%)
Corporate bonds (held by TKB): Scopes 1+2: 1.69 °Celsius Scopes 1+2+3: 2.22 °Celsius	2028	●	<ul style="list-style-type: none"> Temperature rating Scopes 1+2: 1.32 °Celsius (2024: 1.40 °Celsius) Scopes 1+2+3: 2.17 °Celsius (2024: 2.24 °Celsius) Main reason for improvement: A bond matured that had been issued by a company without formulated climate targets
Business loans: long-term loans, > 500 employees: Scopes 1+2: 2.39 °Celsius Scopes 1+2+3: 2.78 °Celsius	2028	●	<ul style="list-style-type: none"> Temperature rating Scopes 1+2: 2.39 °Celsius (2024: 2.21 °Celsius) Scopes 1+2+3: 2.85 °Celsius (2024: 2.98 °Celsius) Some companies tightened their climate targets in the year under review
Mortgages (residential real estate): 39% reduction in GHG emission intensity (12.6 kg CO ₂ e/m ²)	2030	●	<ul style="list-style-type: none"> GHG emission intensity in Scopes 1-2: 20.6 kg CO₂e/m² (2024: 20.5 kg CO₂e/m²) The PCAF parameters underlying the calculations were identical in both years The marginal increase in emission intensity is due to slight changes in the property mix
Mortgages (commercial real estate): 40.5% reduction in GHG emission intensity (10.3 kg CO ₂ e/m ²)	2030	●	<ul style="list-style-type: none"> GHG emission intensity in Scopes 1-2: 17.4 kg CO₂e/m² (2024: 17.4 kg CO₂e/m²) The PCAF parameters underlying the calculations were identical in both years

Target: TKB contributes to climate protection and collaborates with partners to support defined projects.

KPI	Target year	Status	As at 2025
Climate protection projects (carbon removal/ carbon avoidance) were supported during the reporting year: yes/no	2030 (annually)	✓	<ul style="list-style-type: none"> Support for a climate protection project in Thurgau involving 150 metric tons of CO₂

✓ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- Energy-efficient renovations incl. heating system replacement (heat pump): Frauenfeld completed, Kreuzlingen underway
- Employee mobility survey conducted (carried out every two years)
- Mobility concept drawn up as part of the Eastern Switzerland Mobility Alliance (Mobilitätsallianz Ostschweiz)
- All locations converted to renewable electricity products wherever possible as of 1 January 2025 (exception: locations in Weinfelden)
- Raising awareness: Sixth sustainability event organized for employees on topics such as self-management and biodiversity. Sustainability outing organized for employees for the first time; visit to a plastics recycling company
- Support for the special public exhibition entitled “Energy and E-Mobility” as part of the Immozionale 2025 real estate trade fair
- Support for a myclimate climate protection project in Thurgau; partnership with neustark continues (in place since 2024)

Next steps

- Continue the energy-related renovation of the Kreuzlingen branch
- Install six charging points for employees at the operational headquarters in Weinfelden
- Continue preparatory work for the renovation of the headquarters in Weinfelden (construction expected to start in 2028 depending on the building permit/any requirements imposed)
- Continue efforts to obtain 100 percent renewable electricity by 2030
- Perform in-depth analysis of operational Scope 3 emissions with the goal of improving their accuracy
- First permanent removal of carbon from the atmosphere by neustark on behalf of TKB in 2026

Please note: Planned measures for financed emissions are addressed in the sections entitled “Responsible advisory services,” “Sustainable products” and “Sustainable finance.”

Responsible advisory services

TKB aims to be “More than a bank” for its customers and supports them at every stage of their lives. To that end, the bank places great emphasis on providing comprehensive, transparent and fair advice about its products and services. Providing responsible advisory services means responding to customers’ needs, especially in terms of their sustainability preferences. TKB strives to actively raise its customers’ awareness of sustainability-related topics, boosting demand for sustainable financial products in the process. TKB uses partnerships, particularly in connection with the mortgage business, to increase not only the appeal of its offering but also the likelihood of its customers choosing sustainable solutions. By providing responsible advisory services, TKB helps counteract poverty through over-indebtedness or excessive risk-taking. Accordingly, TKB’s remuneration model is designed to prevent false incentives and conflicts of interest from arising in connection with the advisory services it provides. Finally, TKB strives to ensure easy access to financial services for the entire population and to remove any potential barriers. In this context, TKB boasts a dense branch network and strong digital offering.

Impacts, opportunities and risks

Impact of business operations	As a locally based financial institution that is close to its customers and offers a comprehensive range of products and services in the areas of finance, investing and pension provision, TKB is in a position to contribute toward a more sustainable financial system, economy and society. By offering sound, personal and customer-oriented advice, the bank supports its customers in their decision-making, highlights socially and environmentally friendly solutions, and raises companies’ awareness of these issues when discussing the financing of their business model transformations. TKB also helps prevent poverty through over-indebtedness or excessive risk-taking by providing responsible advisory services and gives customers what they need to consciously make environmentally friendly decisions when building or renovating their own homes.
Sustainability-related opportunities	Providing responsible advisory services to customers is an area that opens up opportunities that TKB actively seizes. Integrating ESG topics into the advisory services provided to private and business customers and embracing customer orientation present opportunities to tap additional earnings potential for the bank – particularly when it comes to construction and renovation, investing and sustainable corporate governance. Additionally, financing discussions give TKB an opportunity to support business customers as they embark on their business model transformation journey. Customer orientation is one of TKB’s corporate values and the bank’s strategy identifies working on its corporate values – by living and embedding them – as one of its eight strategic priorities. It achieves this by regularly addressing the topic of customer orientation within the bank. In addition, responsible advisory services and a high degree of customer focus strengthen customers’ trust in TKB and their loyalty to the bank, which lays the foundation for long-term customer relationships.
Sustainability-related risks	Ensuring that customers are adequately advised of the risks relevant to them and that the risks entered into correspond to the customer’s risk capacity is an integral part of providing responsible advisory services with a high degree of customer focus. Otherwise, customers’ investments might not correspond to their risk capacity and ESG preferences. If those customers lose some of their assets or generate fewer earnings as a result, this can result in either claims for compensation or the termination of business relationships. TKB considers these risks to be fairly low since it took dedicated risk-mitigating steps including, in particular, the standardized advisory processes supported by digital tools (the Omnium advisory tool), employee training on sustainability-related topics as well as directives and other in-house requirements, compliance with which is monitored on a regular basis.

Expectations of the bank

TKB is expected to contribute to a more sustainable economy. Helping customers make important financing and investment decisions and enabling them to make conscious decisions about where to steer flows of capital gives banks an enormous amount of leverage. TKB supports its customers by providing them with comprehensive advisory services and targeted information on sustainability topics. For example, private customers receive valuable guidance not only on the energy-efficient construction and renovation of real estate, but also on building sustainable investment portfolios. TKB is expected to avoid greenwashing risks and ensure that no false or misleading sustainability information is shared with customers as a basis for decision-making. TKB is also expected to adhere to SwissBanking’s relevant self-regulations on ESG topics when providing investment and mortgage advice.

Relevant topic-specific directives

- “Investment Business” (Anlagegeschäft) directive
- “Credit Policy” (Kreditpolitik) directive
- “Financing Restrictions for Controversial Environmental and Social Topics” (Finanzierungsrestriktionen zu Kontroversen Umwelt und Sozialthemen) annex to the directive
- “Handling Customer Data” (Umgang mit Kundendaten) directive
- Explanation of investment guidelines
- “Lending Competencies in the Retail Business” (Kreditkompetenzen Kundengeschäft) directive

Management approach

In line with its guiding principle of being “More than a bank,” TKB strives to cultivate active customer relationships that put the customer’s life situation and needs first. Regular personal contact strengthens customer relationships. Customer feedback provides the bank with valuable information on how to develop the quality of its advisory services and improve customer satisfaction. TKB has a systematic advisory process enabling it to cover as many of its customers’ individual needs as possible and do so over the long term. ESG advice – and therefore the topic of sustainability – are embedded in this advisory process and the corresponding directives listed above. The bank attaches particular importance to the use of responsible sales practices. In its investment advisory services, for instance, TKB determines customers’ risk capacity and helps them select an investment strategy that enables them to reach their financial targets at the lowest risk level possible. When a TKB investment solution is concluded, the selected strategy is automatically and regularly screened for compliance with the customer’s risk profile. In the case of custody accounts with investment advice, advisors are informed on a daily basis if there is a cluster risk for equities or structured products or, in the case of equities, if the maximum exposure is exceeded by more than 10 percent compared to the investment strategy on file. The Compliance department monitors the processing of these reports. TKB also refrains from providing financial incentives to advisors in the form of commissions. The variable component of all employees’ salaries depends not on the achievement of sales or other performance-oriented targets, but on the bank’s business success.

Advisors are trained specifically on how to provide responsible advisory services; this also forms part of the certification awarded by the Swiss Association for Quality (SAQ). The quality of the advice provided is ensured through regular customer surveys and the attendance of supervisors and specialists at advisory meetings. The topic of sustainability is additionally addressed at meetings with companies in order to proactively raise awareness of the topic of sustainable corporate governance among business customers while simultaneously addressing the risks and opportunities inherent in their current business models. TKB also proactively and systematically contacts its institutional customers to talk about sustainable investing.

All TKB employees up to and including the members of the Board of Directors have undergone comprehensive and appropriate training on the topic of sustainability. This ensures that ESG topics are systematically addressed with private customers, business customers and institutional customers.

Generally speaking, sustainability is an integral part of training programs and directives. SwissBanking’s two self-regulation guidelines – the “Guidelines for the financial service providers on the integration of ESG-preferences and ESG-risks and the prevention of greenwashing in investment advice and portfolio management” and the “Guidelines for mortgage providers on the promotion of energy efficiency,” both in force since 1 January 2023 – were implemented in a timely manner. TKB amended the directive governing the investment business and others as a result. Both of these guidelines are binding for members of SwissBanking. The guidelines are regularly evaluated and further developed by SwissBanking.

Needs-oriented advisory services

TKB assigns its customers to segments so that it can provide them with the best possible support according to their specific needs.

Access to finance; distribution channels for financial services

TKB is close to its customers. Its dense branch network with 29 locations throughout the canton represents the bank’s physical proximity to its customers. With regard to accessibility, TKB complies with the SIA 500 standard entitled “Obstacle-free buildings” (Hindernisfreie Bauten) for new buildings and has existing buildings retrofitted where possible during renovation work. Accessibility information for every branch has been provided on the TKB website since 2025.

Since 2021, it has used its Omnium digital tool, which supports holistic, customer-centric advice, for providing personal advisory services. If requested, advisors will also conduct advisory meetings at customers’ own homes. TKB offers easy-to-use and barrier-free services through its digital channels. TKB is guided by the Web Content Accessibility Guidelines (WCAG 2.1), the current standard for digital accessibility and the ISO 9241 standard, which describes the ergonomics of human-system interactions.

The OLIVIA customer portal offers a comprehensive digital self-service offering that includes e-banking. Its simple and intuitive design makes it easy to use, including for elderly people. TKB offers the option of opening customer relationships and accounts online. Customers can also obtain advice via video chat. TKB regularly uses the Siteimprove accessibility checker to check the barrier-free accessibility of its website.

TKB has been providing all accounts, including accounts for associations, free of charge since 2024. This has made its services more easily accessible to all sections of the population, also from a financial perspective.

ISO certification

All advisors who provide investment or financing advice are certified, regardless of whether they advise companies and commercial enterprises or private individuals. With the certification according to the SAQ certification system “Client Advisor Bank” in accordance with ISO standard 17024, TKB ensures that its advisors’ professional knowledge is up to date and high in quality. The bank creates the necessary conditions for its employees to be able to swap notes on customer concerns and satisfaction across departments.

Knowledge building

TKB focuses on ongoing knowledge building for all its employees to ensure that advisors can advise their customers in line with ESG criteria, including in the areas of construction and renovation, sustainable corporate governance and investing. The bank has a three-phase training concept in place for this. All employees complete the basic training. The two more advanced levels must be completed by employees who regularly deal with the subject of sustainable finance in their everyday work, for example when advising private or business customers or for departments closely connected to sales. The training programs are designed to deliver knowledge tailored to each role through various methods of instruction and to raise employees' awareness of the risk of greenwashing, for example. Learning performance is checked after every level. Sustainability training forms part of the onboarding process for new hires as well. The adaptation and expansion of the training is reviewed at regular intervals. The School of Management and Law at Zurich University of Applied Sciences (ZHAW) assists TKB with the preparation and monitoring of this training.

Financial literacy for the general public

TKB is committed to providing easy access to financial literacy to the people of Thurgau. For example, it offers compact seminars on banking-related topics for both private and business customers. Participation in these events is free of charge for customers and non-customers alike.

The following topics are currently on offer for private individuals: Investing, taxes, pension plans, marital and inheritance law, sensible renovations, launching a career and finances, online security and starting a business. The topics offered to business customers include succession planning and farm financing.

TKB additionally supports the Thurgau Debt Module (Schuldenmodul Thurgau) project in cooperation with the FinanceMission association to help foster general financial literacy among young people. This project arranges for employees of debt collection and bankruptcy offices and Caritas Thurgau counseling center to visit school classes to teach financial literacy in a double lesson.

Cooperation

TKB uses partnerships to promote the development of sustainable products and advisory services, raise public awareness and organize professional events. Working hand in hand with the Canton of Thurgau, TKB is committed to raising energy efficiency and using renewable energy. For example, impulse consultations for homeowners on topics such as "Energy from the Rooftop" (Energie vom Dach) and "Energy performance assessment of buildings" (Energetische Immobilienbeurteilung) are subsidized and offered in cooperation with the public energy advice centers (eteam – ihre energieberatung). The offers are free of charge, regardless of whether the beneficiaries of these services have a business relationship with TKB.

A collaborative arrangement also exists with the Thurgau Association of Energy Experts (Energiefachleute Thurgau; EFT). TKB customers interested in making energy efficiency renovations to their own homes or in building new homes can take advantage of expertise on cantonal energy certificates for buildings (CECBs) at no charge.

Business customers benefit from similar offers through collaboration with the Thurgau Competence Center for Renewable Energy Systems (Kompetenzzentrum Erneuerbare Energie-Systeme Thurgau; KEEST). KEEST provides SMEs with advice on energy savings and prepares feasibility studies that TKB then uses to assess financing offers. Since spring 2025, TKB's SME customers have also had access to a free "Operational Optimization" impulse consultation, which was developed in collaboration with KEEST and the Office of Energy of the Canton of Thurgau.

Customer reactions

TKB systematically gathers the reactions of its customers and responds to them according to a defined process. This is outlined in greater detail in "Communication of critical concerns" on pg. 14.

Opinion surveys and measuring customer satisfaction

TKB assesses customer satisfaction and public perception of the bank at regular intervals. Every two years, for example, it participates in the ASCB survey on customer satisfaction and bank image to gain insights into how it is perceived by its private and business customers. The bank also conducts its own survey every three years to gain an insight into how the public perceives its brand in the Canton of Thurgau. Finally, the bank has been inviting customers since 2021 to its digital idea laboratory, where they have an opportunity to take part in surveys, interviews and workshops. The idea laboratory is set up in the OLIVIA customer portal and is designed to incorporate customers' perspectives into development projects. The customer journeys (customer experiences and decision-making paths) are analyzed, new applications and advertising campaigns are tested, and concepts are validated.

TKB has been collecting two metrics – the net promoter score (NPS) and the customer satisfaction score (CSAT) – since 2025. These scores show the likelihood of a customer recommending TKB to others (NPS) and how satisfied they are with the bank's products and services and their interactions with the bank (CSAT). Feedback is analyzed centrally; the results are provided to branch managers and management on a dashboard (feedback portal). Measurements are performed monthly, making it possible to detect even short-term fluctuations caused by external factors. TKB uses the surveys' insights to improve its processes, systems and services.

Position statement on the economic divide

TKB recognizes the global economic disparities that cause people to have unequal access to financial services and opportunities to acquire related skills. This does not impact TKB directly as it is a regional provider of financial services. Nevertheless, the bank seeks to mitigate the disadvantages of economic disparities within its sphere of influence as far as possible. It does this by championing easy access to financial literacy education for the people of Thurgau. TKB offers free compact seminars on all aspects of the banking business and, in collaboration with FinanceMission, supports the Thurgau Debt Module (Schuldenmodul Thurgau) project to help foster general financial literacy among young people (for more information, see “Financial literacy for the general public” on pg. 23). Wherever possible, it promotes easier access to its branches and services through barrier-free buildings and increasingly barrier-free digital services (see “Access to finance; distribution channels for financial services” on pg. 22).

Organization

Responsibility for the material topic “Responsible advisory services” lies with the Advisory Services and Sales Development department in the Private Customers business area. This department is responsible for ensuring that the advisory process and advisory tools include the defined sustainability topics and that they can be addressed adequately. Furthermore, the department coordinates the work of specialist units that influence the advisory process and advisory tools. Content-related development is handled by the responsible departments. Managers and their teams are responsible for implementing the measures and adhering to the processes. The Sustainability Office, together with the HR department, is responsible for building employees’ knowledge of sustainability.

Status of target achievement

Target: TKB systematically integrates ESG topics into the advisory process for business and private customers in the areas of construction and renovation, investing and business loans.

KPI	Target year	Status	As at 2025
ESG topics integrated into the advisory process for private and business customers: yes/no	2026	○	-
ESG topics integrated into the investment advisory process and further developed: yes/no	2027	●	SBA/AMAS 2.0 self-regulatory requirements were implemented in 2025, including Arete funds in Omnium

Target: TKB provides level-appropriate sustainability training to all its employees.

KPI	Target year	Status	As at 2025
New employees complete basic sustainability training courses at their functional level within the first three months (target: 90%)	2030 (annually)	✓	TKB recorded 90 new hires (adjusted) in 2025. A total of 87 employees completed the basic training within the deadline, which corresponds to around 96.7%
Employees complete advanced sustainability training within 12 months of joining or changing jobs (target: 90%)	2030 (annually)	✓	A total of 31 employees completed advanced sustainability training within the deadline; it was mandatory for 21 of them. This corresponds to a target achievement rate of 147.6%
Employees complete sustainability refresher courses within one year of launch (target: 90%)	2030	✓	Refresher courses on sustainable investing were successfully conducted 17 times in 2025. A total of 349 employees (Private Customer Sales, Private Banking, Business and Corporate Customers, sales-related departments) attended the seminar. 410 employees had originally been invited to attend the training; the difference of 61 people was due to departures in the meantime and longer absences (maternity, military, etc.). In net terms, target achievement was over > 90%

Target: TKB makes an ongoing effort to simplify access to digital services in order to promote digital accessibility.

KPI	Target year	Status	As at 2025
Increase the accessibility of TKB’s website using the Siteimprove accessibility checker (target: > 80 points)	2027	●	78.0 points earned in the Siteimprove accessibility checker (2024: 78.3)

Target: Customer centricity is firmly established as one of TKB’s core values. The bank enjoys a very high level of customer satisfaction and loyalty as a result.

KPI	Target year	Status	As at 2025
Net promoter score (NPS) (target: > 50; scale: +100 to -100)	2030 (annually)	✓	NPS for the 2025 calendar year (entire bank) was 58.9
Customer satisfaction in all surveys (Client Satisfaction, CSAT) (target: > 80/100)	2030 (annually)	✓	CSAT onboarding for the 2025 calendar year (entire bank) was 93.8

Target: TKB expands its portfolio of awareness-raising and advisory services for private and business customers in the areas of sustainable construction and renovation. During talks about financing, business customers are made aware of issues related to the transition to a low-carbon business model.

KPI	Target year	Status	As at 2025
An action plan to raise awareness and/or provide advisory services to private and business customers on the topic of sustainable construction and renovation is in place for the next year: yes/no	2030 (annually)	✔	An action plan to raise awareness of and/or provide advisory services to private and business customers on the topic of sustainable construction and renovation is in place for 2026; it includes knowledge transfer and public relations work such as compact seminars, professional articles, expert talks and participation in the Thurgau Energy Award
An action plan to raise awareness and/or provide advisory services to business customers on the topic of sustainability (transformation, decarbonization) is in place for the next year: yes/no	2030 (annually)	○	-
Advisory service introduced for business customers (in cooperation with third parties): yes/no	2026	●	New impulse consultation entitled "Operational optimization for SMEs" launched in cooperation with KEEST and the Canton of Thurgau

✔ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- Surveyed business customers with an emission-intensive business model. The results will help TKB understand where its business customers stand with regard to the transformation of their business models
- Participated in a study entitled "Benefits of a subsidy franc" (Nutzen eines Förderfrankens) with EBP, EIT.swiss, Gebäudehülle Schweiz, the Conference of Cantonal Energy Services, Raiffeisen Schweiz and WWF Switzerland
- Participated in the Swiss Sustainable Lending Market Study by Swiss Sustainable Finance and ZHAW
- Introduced impulse consultation entitled "Operational optimization for SMEs" (Business Customers area)
- Conducted specialist in-house presentations and sustainability training on the topic of mortgages
- Added the "Swiss Wood" label to the energy mortgage
- Continued to subsidize CECB expertise and impulse consultations by TKB
- Conducted public compact seminars and information evenings (in cooperation with Association of Energy Experts Thurgau (Verein Energiefachleute Thurgau) and the Canton of Thurgau) as well as expert talks at the "Immozionale 2025" real estate trade fair
- Conducted sustainability refresher courses on preventing greenwashing risks for all sales-related departments due to changes in regulatory requirements (SBA and AMAS 2.0 self-regulations)
- Made changes to the Omnium advisory tool in accordance with SwissBanking's self-regulation on the topic of investing
- External assessment of the website's digital accessibility, online onboarding and the OLIVIA customer portal; implemented initial optimization measures
- Provided branch-by-branch accessibility information on the TKB website in collaboration with Pro Infirmis
- Recorded and evaluated NPS and CSAT on a monthly basis

Next steps

- Raise awareness among private customer advisors with the goal of discussing sustainable renovations and the "Refurb" refurbishment calculator more frequently with customers
- Continue to hold compact seminars on the topic of "Sensible renovations"
- Revise and continue to provide internal sustainability training on mortgages
- Implement further measures to improve digital accessibility based on the results of the external assessment and the bank's own findings
- Further expand the feedback portal, review the introduction of a CSAT score for "Pension planning/pension provision" advisory services

Sustainable products

TKB offers products that have an environmental or social benefit – for both private and business customers. Flows of capital can be steered to sustainable activities, and risks for people and the environment can be avoided or prevented, by designing products appropriately in the areas of financing, pension provision and investing.

Impacts, opportunities and risks

Impact of business operations	As a locally based financial institution that is close to its customers and offers a comprehensive range of products and services in the areas of finance, investing and pension provision, TKB is in a position to contribute toward a more sustainable financial system, economy and society. At the same time, the bank – in its role as a financial services provider – makes the biggest sustainability-related impact through its products. Knowing that, the bank incorporates environmental and social criteria (including human rights) into its investment policy and credit checks, rewards environmentally friendly behavior through its products (including the energy mortgage, for example), and promotes the financing of environmentally friendly projects by offering preferential conditions.
Sustainability-related opportunities	Sustainable products and services enable TKB to steer the flow of capital toward sustainable activities, thereby contributing toward decarbonization of the economy and society. A sustainable offering also boosts TKB's attractiveness as a financing partner. To seize these opportunities, the bank reviews and improves its range of products and services on an ongoing basis. The bank's strategy is to align its offering of products and services even more closely with ESG criteria in the coming years.
Sustainability-related risks	With sustainable products, there is a risk that the sustainability approach might not be communicated clearly enough – in product descriptions or advisory sessions, for example. As a result, the bank could find itself faced with accusations of greenwashing – whether justified or not. Accusations such as these can lead to claims for compensation, damage to the bank's reputation or – in justified cases – to regulatory restrictions or fines. Despite the fact that the bank took steps to mitigate this risk and both trains its employees and raises their awareness of the issue on an ongoing basis, it rates the risk as moderate. TKB closely monitors the regulatory developments regarding ESG-related standards and requirements and takes action at an early stage if necessary. Regular communication with in-house and external experts assists TKB in this regard.

Expectations of the bank

To support sustainable development, financial institutions are expected to offer products that enable private and business customers to act sustainably. These products should be offered at attractive terms and conditions to incentivize more sustainable investing, building or renovation, for example. Finally, civil society in particular also expects the products offered to have either no negative impact or as little as possible.

Relevant topic-specific directives

- “Investment Business” (Anlagegeschäft) directive
- Explanation of investment guidelines

Management approach

TKB offers its customers a comprehensive range of products in the areas of financing, pension provision and investing that provides long-term benefits. In the pension and investment business, the bank is guided by the six Principles for Responsible Investment (PRI), reports to the PRI and continues to evolve.

Financing business: Granting loans

The lending principles are an integral part of the TKB Lending Policy. Additional information on this topic can be found in both the management approach to the material topic of “Sustainable Finance” and the TKB Sustainability Policy.

Debt collection policy

TKB has a special financing unit that provides support to private and business customers experiencing financial difficulties or debt repayment problems. Its aim is to identify problems at an early stage and find solutions sufficiently in advance that take both the customers' and the bank's interests into account. Debt collection procedures are conducted in accordance with the contractual provisions agreed with customers as well as applicable Swiss laws and regulations. Customers experiencing financial difficulties have access to all of TKB's official channels to convey any questions, complaints or critical concerns they may have. They are free to take their concerns to the Banking Ombudsman (for more information, see “Communication of critical concerns” on pg. 14).

Sustainability-linked loans (SLLs)

SLLs are growing in popularity, especially among larger corporate customers. Corporate financing is structured around sustainability components if the borrower is in a position to provide the required sustainability information. On request, the bank offers sustainability-linked loans to large companies.

Financing sustainability solutions (innovation financing)

TKB finances innovative sustainability solutions. Specific requirements apply regarding the amount of any investment loans granted and the period of repayment.

Energy mortgages (discounted sustainability mortgages)

TKB offers financing products that promote and reward sustainable conduct and does so at preferential terms and conditions. Energy mortgages, for example, offer an attractive option for financing sustainable construction and renovation in compliance with the Minergie and/or CECB standards or for implementing sustainable individual measures under the promotional program currently being offered by the Canton of Thurgau. Both private and business customers can benefit from these offers.

Subsidies for CECB reports (contribution toward certification costs)

TKB covers the certification costs for the CECB and cooperates with the Thurgau Association of Energy Experts (EFT). This offer supplements the existing solutions such as the check for energy savings potential performed in conjunction with the public energy advice centers of the Canton of Thurgau (named “eteam – ihre energieberatung”) and the photovoltaic feasibility studies prepared by KEEEST. Both private and business customers can benefit from these offers.

Investment and pension business: Asset management mandates and funds

In the investment and pension business, TKB’s approach is guided by the six Principles for Responsible Investment (PRI), and it participates in annual reporting to the PRI. It also follows SwissBanking’s recommendations concerning sustainable investments, the exclusion criteria recommended by the Swiss Association for Responsible Investments (SVVK-ASIR) and its own exclusion criteria (see the [TKB Sustainability Policy](#), starting on pg. 8).

Asset management mandates, the bank’s own strategy fund, recommendation list

All asset management mandates for private customers and the bank’s own strategy fund are based on the bank’s [ESG Plus approach](#). This approach is outlined in the bank’s binding investment guidelines. A strategy deviating from this approach is only possible at the customer’s express request and in individual cases. That means, wherever possible, that TKB only considers investments that meet specified criteria with respect to ESG metrics. Additionally, with the exception of alternative investments, the only providers considered are those of collective investment schemes that have made a commitment to uphold the PRIs and are therefore interested in making a positive contribution to a sustainable financial system. Investment Controlling monitors compliance with these requirements. The recommendation list is based entirely on the ESG criteria defined by TKB. TKB additionally offers investment solutions on the recommendation list to satisfy demand for impact investment funds, sustainable investment funds and investment funds aligned with basic ethical principles. Corresponding funds on the recommendation list are classified on a preferential basis in accordance with Art. 8 of the European Sustainable Finance Disclosure Regulation (SFDR) or, if an impact approach is used, even in accordance with Art. 9 SFDR. Index funds must also have an MSCI ESG rating of at least BB to be included in TKB’s recommendation list.

Reporting

A sustainability factsheet based on MSCI ESG data is created for the funds used in asset management for private customers or for the funds on the recommendation list. These fact sheets transparently list the most important ESG metrics as well as the sustainability approaches applied. This information includes the portfolio rating, the overall ESG score, the individual ESG scores as well as climate-related data, both in absolute terms and relative to a benchmark. TKB prepares a sustainability report for its own funds. It also publishes the Swiss Climate Score for its “Swiss Equities Fund” (Fonds Aktien Schweiz). All investment customers are provided with an asset report showing MSCI’s ESG rating and the implied temperature rise (ITR) for their individual portfolio. The ITR, or a portfolio’s global warming potential, indicates whether the portfolio is already meeting the targets of the Paris Agreement to limit global warming to below 2 °C. Further information on the ESG Plus sustainable investment approach can be found on the [TKB website](#).

Stewardship (engagement, exercising voting rights)

The ESG Plus approach is used for the TKB strategy funds (see the [TKB website](#) for more information) and supplemented by the Investment Center’s direct engagement with third-party investment companies. This is done every year for the target funds in the asset management mandates and the bank’s own strategy funds and forms an integral part of the selection process. Direct dialog with the companies, involvement in investor initiatives and voting all occur indirectly via the external investment companies. TKB began reporting about its stewardship activities in a [Stewardship Report](#) in 2025.

Self-managed fund with individual securities (TKB Fonds Aktien Schweiz (CHF))

The fund invests in a diversified portfolio containing around 50–70 Swiss stocks that mainly comprise securities issued by innovative, high-income companies. Its focus is on companies that are considered best-in-class and have interesting potential for profit growth. Investment decisions are based on comprehensive quantitative and qualitative analyses. Analyses performed by TKB’s Portfolio Management take both conventional key financial figures as well as ESG criteria into consideration. TKB’s defined exclusion criteria for controversial business areas are supplemented by SVVK-ASIR’s exclusion criteria. At the fund level, particular emphasis is also placed on carbon intensity and the implied temperature rises (ITRs) caused by the investee companies.

Stewardship (engagement, exercising voting rights)

The approach is complemented by TKB's participation in the Responsible Shareholder Group (RSG), an engagement pool organized by Inrate. As part of these stewardship activities, the bank influences the Swiss companies in which it has invested with the goal of helping them improve their sustainable impacts and create long-term value as a result. Voting rights are exercised actively by the fund management company with a particular focus on managing ESG risks. TKB began reporting about its stewardship activities in a [Stewardship Report](#) in 2025.

Cooperation

TKB relies on cooperation with specialized partners from the region to enhance its offering. In cooperation with the public energy advice centers of the Canton of Thurgau (eteam), interested parties (both customers and non-customers of the bank) receive on request vouchers for free energy efficiency assessments of their properties. TKB's advisors use the reports prepared by the energy advice centers as a starting point for showing homeowners the best options for financing their energy-efficient renovations. This advice also covers other aspects, such as the tax implications. TKB additionally subsidizes "Energy from the Roof" (Energie vom Dach) impulse consultations, where both TKB customers and non-customers alike can seek advice on photovoltaic systems free of charge. A collaborative arrangement also exists with the Association of Energy Experts Thurgau (Energiefachleute Thurgau, EFT), which prepares CECB reports for TKB customers. TKB covers the costs of preparing these reports for its customers. The analysis can be used to compare and contrast different types and combinations of renovations, for example. TKB also collaborates with KEEEST. Through this partnership, the bank offers free consultations through the Competence Center on how to optimize energy efficiency and decarbonize operations.

Organization

Responsibility for the material topic of "Sustainable products" lies primarily with the Products and Business Analysis department at TKB. It ensures target achievement, among other things.

The bank's Investment Center is responsible for ensuring compliance with the ESG Plus guidelines in asset management, maintaining the recommendation list for ESG investments, and meeting the PRI requirements and the associated disclosure obligations. An ESG officer in the Investment Center monitors regulatory developments as well. Product Management is responsible for initiating and rolling out products in the categories of investing, pension provision and sustainable financing.

The Investment Center is supported by the Sustainable Finance working group, the Sustainability Office, the Sustainable Real Estate Office, Credit Management and Real Estate Valuation. Any new products and services are approved by the Executive Board within strategic parameters defined by the Board of Directors. The Board of Directors is informed by the Executive Board about any amendments to the range of products and services offered.

TKB has a Sustainable Real Estate Office, which forms part of the Real Estate Valuation department. It is tasked with improving sustainability in the mortgage business and embedding it in the advisory process.

Status of target achievement

Target: The asset management portfolios and TKB's recommendation list for advisory mandates are ESG compliant. Meaningful sustainability reports can be published for TKB's own funds and the portfolios of standard asset management strategies.

KPI	Target year	Status	As at 2025
Continuous review of asset management portfolios and TKB's recommendation list in accordance with industry standards to ensure ESG compliance: yes/no	2027	●	Asset management portfolios and TKB's recommendation list were reviewed in accordance with industry standards within the framework of the new SBA and AMAS 2.0 self-regulatory requirements to ensure ESG compliance
Swiss Climate Scores implemented in full: yes/no	2027	●	Swiss Climate Scores were implemented for "TKB Fonds Aktien Schweiz" and public reports made available. Corresponding reports for TKB's strategy funds (fund of funds) cannot be implemented at this time

Target: TKB promotes product offerings with ESG criteria in the area of financing for sustainable construction and renovation as well as for business loans.

KPI	Target year	Status	As at 2025
Number of new energy mortgage contracts (target: 250 new contracts per year)	2030 (annually)	✓	258 new energy mortgage contracts
A range of business loan products incorporating ESG criteria was reviewed: yes/no	2027	○	-

✓ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- TKB environmental savings account examined. The bank decided against launching this account at this point in time due to the currently unattractive interest rates
- New ethical investment funds launched in collaboration with Arete Ethik Invest AG
- Swiss Climate Score published for “Fonds Aktien Schweiz”
- Fund prospectus amended in accordance with AMAS 2.0: “AM Basic” (VV Basis) strategy funds are not classified as sustainable, “Fonds Aktien Schweiz” remains sustainable
- New: Distinction made between ESG and sustainable investment solutions in accordance with SBA guidelines. Tools (explanatory video, product and advisory documents, etc.) provided; all customer advisors attended a refresher course
- Requirements expanded for an energy mortgage bearing the “Swiss Wood” (Schweizer Holz) label

Next steps

- Continuously review the criteria for the energy mortgage; adjust or expand if necessary

Sustainable finance

Sustainability forms part of TKB's corporate strategy and sustainability principles are incorporated into our business and risk policy. TKB focuses on making a positive contribution to both society and the environment and preventing or reducing any negative impacts along the entire value chain.

Impacts, opportunities and risks

Impact of business operations	As a financial services provider, TKB can achieve the greatest impact through its financing and investment activities. The bank incorporates environmental and social criteria (including human rights) into its lending and investment policy as a result. It increasingly channels flows of capital into sustainable projects and activities by taking sustainability criteria into account when granting loans (mortgages, business loans) and making investment decisions in the investment and pension business and in proprietary financial investments. This not only augments the positive impact, but diminishes the negative impact as well. The use of climate-friendly products reduces customers' risk that the corresponding assets will lose value if physical or transition risks materialize. Climate-friendly products, for example, reduce the risk that unrenovated properties remain in the loan portfolio long-term.
Sustainability-related opportunities	The transition to a climate-friendly economy and the substantial investments required to achieve that are opening up major business opportunities for TKB. TKB can steer the flows of capital toward sustainable activities by granting mortgages and business loans. The bank sees enormous financing potential in the building sector in particular. It can identify and seize financing opportunities at an early stage by providing its customers with close, proactive support and guidance. The bank's strategy stipulates that TKB's business model will continue to be guided by ESG criteria in order to leverage these opportunities even more effectively.
Sustainability-related risks	Assets that fail to take ESG criteria into account are at risk of disproportionately losing value going forward. This could be triggered by changes to legislation, in demand (referred to as transition risks) or to developments in the environment, particularly the climate (referred to as physical risks). There is a risk that TKB might underestimate or fail to recognize these risks. As the canton's leading mortgage bank, the financing of residential and commercial real estate in Switzerland is immensely important to TKB. Accordingly, the potential effects of climate change have the biggest impact on the bank's credit risks. TKB assesses these risks as moderate – they are highly relevant to the bank. The bank invests a great deal in training its employees to ensure that they are able to understand such risks and assess them adequately. TKB also discloses climate-related risks in accordance with the TCFD recommendations in order to systematically identify, measure, evaluate, manage and monitor them.

Expectations of the bank

Generally speaking, stakeholder groups expect the financial sector to contribute to sustainable development by steering flows of capital towards sustainable, forward-looking solutions and processes. TKB is expected to incorporate sustainability principles into its business and risk policy. In particular, stakeholders expect the bank to take sustainability aspects into account in its financing and investment activities, thereby ensuring that the products offered and business relationships entered into contribute to sustainable development. TKB is also expected to refrain from entering into any business relationships that will negatively impact people or the environment. The [TKB Sustainability Policy](#), which contains relevant guidelines, is accessible to the public.

Relevant topic-specific directives

- “Investment Business” (Anlagegeschäft) directive
- Explanation of investment guidelines
- “Balance Sheet Management” (Bilanzsteuerung) directive
- Credit Policy (Kreditpolitik) directive
- “Lending Competencies in the Retail Business” (Kreditkompetenzen Kundengeschäft) directive
- “Financing Restrictions for Controversial Environmental and Social Topics” (Finanzierungsrestriktionen zu Kontroversen Umwelt und Sozialthemen) annex to the directive

Management approach

TKB is convinced that long-term value creation can only happen in a sustainably designed financial system, meaning one that rewards responsible investment while benefiting society and the environment at the same time. Mitigating climate change is strategically important to TKB, with environmental and climate protection – and the associated reduction of greenhouse gas emissions – being a material topic. TKB's overarching target is to achieve net-zero GHG emissions by 2050 – both in its banking operations as well as through its financing and investment activities. To achieve this goal, the bank has formulated near-term climate targets, which have been validated by the SBTi. In addition, sustainability risks are an integral part of the institution-wide Risk Management Framework, which includes climate-related and other nature-related financial risks. When identifying climate-related risks and opportunities, TKB follows the TCFD recommendations and publishes a [Climate Report](#).

In the pension and investment business, the bank is guided by the six [Principles for Responsible Investment \(PRI\)](#), reports to the PRI and continues to evolve. With regard to its own investment portfolio, TKB attaches great importance to diversification. Wherever possible, it bypasses companies that violate the Ten Principles on human rights, labor standards, environment and anti-corruption set out in the UN Global Compact, the world's most important initiative for sustainable and responsible corporate governance.

Switch to sustainable financing

As a founding member of the Swiss Sustainable Finance association, TKB engages in discussions on a variety of issues related to sustainable finance in Switzerland. The association promotes the development of sustainable financial products and offers its members a discussion platform. TKB is also a member of the PCAF's DACHLI (Germany, Austria, Switzerland and Liechtenstein) regional group and participates in exchanges regarding the realization and implementation of the PCAF calculation approach. The PCAF offers financial institutions a standardized approach to calculating and reporting on the GHG emissions and intensities of defined asset classes. The bank also discusses the approaches used with other cantonal banks and is actively involved in the sustainability working group of the ASCB. TKB seeks dialog with organizations and movements in civil society that call on financial sector actors to reduce the GHG emissions in their portfolios.

TKB Sustainability Policy

TKB has had a Sustainability Policy in place since 2024 that explains the bank's principles of sustainability in greater detail. This policy helps the bank achieve its net-zero target by formulating exclusions for socially controversial topics. The exclusions apply to all of the bank's business operations – namely its financing business, its investment and pension provision business, its proprietary financial investments and its banking operations. Loans to and investments in companies that quarry, mine or extract particularly emissions-intensive energy sources such as coal, petroleum or natural gas, or that own or operate fossil-fuel power plants or nuclear power plants are excluded. The exclusions have been applied in the bank's financing business since 1 July 2025, and the provisions have been fully integrated into the bank's processes and systems. The exclusions do not apply retroactively to existing transactions in any area. More detailed explanations and any exclusions can be found in the bank's internal directives, explanations and other tools. The bank's approach to dealing with ESG controversy topics is managed using an iterative and systematic monitoring process.

Financing business (lending)

The following lending principles form part of TKB's lending policy. Based on the Law on TKB, the bank has a social responsibility to promote economic development in the Canton of Thurgau. It is tasked with meeting the need for loans, both among private individuals and public entities. TKB therefore offers its loan products to customers primarily from the Canton of Thurgau, secondly from adjacent economic areas and, in individual cases, from outside the adjacent economic areas and from foreign countries. The bank also collaborates with other banks to grant syndicated loans if permitted by the bank's own credit checks. In addition, TKB grants loans to public-law entities in the Canton of Thurgau.

TKB seeks long-term business relationships with customers that are built on trust and also supports them in difficult economic circumstances. It complies with regulatory requirements, avoids conflicts of interest and adheres to moral and ethical values and attitudes. TKB refrains from granting loans unless it has a comprehensive understanding of the borrower's financial circumstances (borrowing capacity) and sufficient knowledge of the borrower's personal circumstances (creditworthiness), and the purpose of the loan has been disclosed. When assessing loan transactions – particularly in the case of financing backed by residential real estate – ecological risks (environmental risks) are taken into consideration. This involves, among other things, assessing whether there are any pollution risks (contaminated sites). Affected sites may have been contaminated with pollutants due to deposits, operational activities, exploitation, the influence of critical substances, and/or accidents. In the case of real estate, this may affect the soil, the air or the building fabric, which may result in additional costs and reduce the value of the property.

For companies, it systematically assesses the sustainability of the business model and an assessment of sustainability-related transition risks forms part of the lending process. TKB has defined criteria for ESG controversy topics that will exclude customers from obtaining loans. These are integrated into the system-based lending process. The "Lending Competencies in the Retail Business" (Kreditkompetenzen Kundengeschäft) directive also contains an annex on financing restrictions for controversial environmental and social topics. It lists which sectors and financing exclusions are impacted and how to handle impacted customers/applications. The "Guideline on Environmental, Social and Corporate Governance Controversy Topics" (Richtlinie zu kontroversen Umwelt-, Sozial- und Unternehmensführungsthemen) forms part of the publicly accessible TKB Sustainability Policy (see the top of this page). For information about training courses, see "Knowledge building" on pg. 23; for information about grievance mechanisms, see "Communication of critical concerns" on pg. 14.

Investment and pension business (investment policy, ESG Plus approach)

All asset management mandates for private customers and the bank's own strategy funds are based on the ESG Plus approach, and TKB's recommendation list takes ESG criteria into account. The ESG Plus approach is set out in TKB's binding investment guidelines. TKB also offers sustainable investment funds such as "TKB Fonds Aktien Schweiz" and "Arete Ethik Global Fonds." TKB makes a clear distinction between the ESG Plus approach and sustainable investment solutions that go one step further and pursue a defined goal of positive sustainable development. Further details can be found in the management approach to the material topic of "Sustainable products" (starting on pg. 26), the TKB Sustainability Policy and the ESG Plus approach.

Proprietary financial investments

TKB applies a sustainability approach when selecting the bank's proprietary financial investments. TKB has issued guidelines with exclusion criteria for ESG controversy topics that form part of the TKB Sustainability Policy and apply to its proprietary financial investments. The exclusion criteria are implemented consistently during the stock selection process, with proprietary financial investments regularly analyzed for ESG controversy topics using MSCI ESG data and the criteria incorporated into the security selection process. For its proprietary financial investments, TKB has also set itself a near-term climate target in accordance with the SBTi based on the temperature rating approach and the SBTi validated the target in 2024. These factors are also taken into account in the stock selection process. TKB

additionally draws on sustainability research issued by Zürcher Kantonalbank (ZKB). If ZKB rates a security as sustainable (at least three of five stars according to ZKB's ESG rating), TKB rates the security as sustainable. If the security is not covered by ZKB's sustainability research, TKB uses the assessment provided by MSCI's ESG tool. If the security has an ESG rating of at least "BB," the bank rates it as "linked to ESG criteria." If a security is not covered by MSCI either, the Swiss Bond Index (SBI) ESG Domestic AAA-BBB is checked. If a security meets none of these criteria, it is not purchased. The bank's proprietary financial investments and assets are also regularly measured against ecological and social criteria using the MSCI ESG tool and reported to the Asset & Liability Committee (ALCO) on a quarterly basis. The Committee is responsible for managing market risks in the banking book. The process used to select proprietary financial investments is set out in internal documents and the requirements governing ESG controversy topics and is enshrined in the "Balance Sheet Management" (Bilanzsteuerung) directive with reference to the TKB Sustainability Policy.

Stewardship (engagement)

The sustainability approach for proprietary financial investments is supplemented by TKB's participation in the Responsible Shareholder Group (RSG), an engagement pool organized by Inrate. As part of these stewardship activities, the bank influences the Swiss companies in which it has invested with the goal of helping them improve their sustainable impacts. TKB began reporting about its stewardship activities in a [Stewardship Report](#) in 2025.

Raising awareness

TKB takes a proactive approach to raising its customers' awareness of sustainable investing and systematically discusses sustainability with them to identify their needs and take action at an early stage. Knowledge building is important to promote the topic of sustainable finance within TKB. As a result, all TKB employees receive comprehensive training on sustainable finance specifically and sustainability in general (see "Responsible advisory services" on pg. 21).

Determining GHG emissions

TKB has been using the ESG tool from financial services provider MSCI since 2020 to calculate the GHG emissions related to its asset management mandates. This tool enables the bank to rate the sustainability characteristics of its investment products. Since 2022, the bank has been using the PCAF method to measure the GHG emissions of its loan portfolio; this method is being enhanced on an ongoing basis.

Organization

A dedicated working group focuses on the subject of sustainable finance; this group is comprised of representatives from Credit Management, Product Management, the Investment Center and Institutional Investors as well as different departments from the Finance and Risk business area. It meets quarterly to discuss the current status of the bank's in-house projects, which are implemented by the members together with their departments, as well as to share new ideas. Its activities are substantively supported by the Sustainability Advisory Council. The Sustainability Office communicates with the working group, coordinates it and relays sustainability-relevant developments to the group.

Status of target achievement

Target: TKB refines its investment policy, defines a stewardship strategy and publishes its first engagement reports.

KPI	Target year	Status	As at 2025
Self-regulation on investing implemented: yes/no	2027	●	The new SBA self-regulatory requirements for investing have been implemented and affected employees trained. The self-regulatory requirements of AMAS have also been implemented for the bank's proprietary funds and the sustainability approaches applied by TKB (including the ESG Plus approach) have been defined and tightened
Stewardship strategy integrated into investment process: yes/no	2027	●	The stewardship strategy has been integrated into TKB's investment process. In the case of asset management solutions, the bank engages in direct dialog with the third-party fund companies. For the individual securities in the "TKB Aktien Schweiz (CHF)" fund and its proprietary financial investments, TKB engages with companies indirectly via Inrate's engagement pool
Annual engagement report published on website: yes/no	2030 (annually)	✓	Stewardship Report detailing the bank's engagement and voting activities published for the first time in 2025

Target: TKB expands the systematic integration of ESG criteria into its lending policy and lending process for private and business customers.

KPI	Target year	Status	As at 2025
ESG criteria in lending policy expanded: yes/no	2030 (annually)	✓	Adding an annex on financing restrictions to the “Lending Competencies in the Retail Business” (Kreditkompetenzen Kundengeschäft) directive has helped to ensure that ESG criteria are taken into account in the bank’s lending policy
ESG criteria added to lending process: yes/no	2030 (annually)	✓	Progress has been made by incorporating the exclusion criteria set out in the TKB Sustainability Policy into the system-supported lending process

Target: TKB expands its pool of ESG-related data and continuously improves the quality of its data on financed GHG emissions. TKB ensures that ESG data is collected systematically.

KPI	Target year	Status	As at 2025
Data pool expanded and data quality of mortgage portfolio improved: yes/no	2027	●	Progress has been made in improving the data pool, in particular by cleansing the master data (EGID/EGRID numbers)
Data pool expanded and data quality of business loan portfolio improved: yes/no	2027	●	Initial survey conducted among 88 selected existing business loan customers with potentially emissions-intensive business models on the topics of climate friendliness, transformation and transition plans. Important action; however, it does not yet expand the data pool or improve data quality
ESG score introduced for financed building portfolio: yes/no	2027	○	-

✓ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- Stewardship Report detailing the bank’s engagement and voting activities published for the first time
- Implementation of exclusion criteria set out in the TKB Sustainability Policy in the system-based lending process; annex added to the “Lending Competencies in the Retail Business” (Kreditkompetenzen Kundengeschäft) directive (explaining which sectors are affected by exclusions and how to deal with affected customers/applications)
- Questionnaire-based survey on the topics of climate friendliness, transformation and transition plans conducted among selected existing business loan customers with potentially emissions-intensive business models
- Progress made in improving the mortgage portfolio database, particularly in terms of cleaning up the master data

Next steps

- Make further progress regarding the mortgage portfolio database
- Continue discussions with public authorities. Target: Implement a clean-up campaign in the Register of Buildings and Dwellings to improve the data available in the Canton of Thurgau
- Further steps to improve the business loan portfolio database; these include exploring the use of system-supported, questionnaire-based surveys in the refinancing business for companies with emissions-intensive business models
- Participate again in the FOEN’s PACTA Climate Test 2026

Employer responsibility and diversity

TKB is a progressive employer that promotes equal opportunities and a good work-life balance. The bank also supports its employees' development, offers flexible working models and career opportunities, is committed to providing attractive training and education opportunities and aspires to create a motivating and performance-oriented work culture. TKB also strives to cultivate a work and leadership culture built on personal responsibility and an entrepreneurial mindset. It encourages the recruitment and development of women in management positions and enables mothers and fathers to keep working following the birth of their children by giving them a flexible workload and choice of hours. All positions, including those with managerial responsibility, can be filled on a part-time basis. The bank is dedicated to safeguarding the physical and mental health of its employees and their safety at work. Nearly all employees have permanent positions. Exceptions with non-regular employment only exist for good reason in special situations, such as apprenticeships or maternity leave replacements. TKB limits indirect employment to an absolute minimum and for specialized activities that fall outside the bank's core business, such as cleaning and security. TKB is committed to ensuring that all people have equal opportunities regardless of their origin, age, religion, world views, gender, sexual identity, nationality, special needs, skin color or ethnic and social background.

Impacts, opportunities and risks

Impact of business operations	TKB strengthens Thurgau as a business location by offering attractive employment and committing to the training and education of its employees. The bank provides a solid foundation for employees' personal and professional growth through the opportunities it offers for training and education as well as career prospects. Good working conditions promote employees' health and satisfaction while making it possible for them to strike a good work-life balance.
Sustainability-related opportunities	By responsibly fulfilling its role as an employer and trainer and offering its employees attractive working conditions, TKB can boost its competitiveness, maintain its good reputation both internally and externally, promote employee satisfaction, retain employees over the long term, and attract new specialists. Employees' diverse cultural backgrounds, experiences and abilities enrich day-to-day collaboration. They encourage innovative thinking, a positive culture of debate and new sustainable solutions. This diversity reflects society and helps employees to better understand customers' needs. In addition, actively embracing values like equal opportunities and diversity enhances the performance of TKB's teams and has a positive impact on both teamwork and decision-making. This kind of working environment also increases the likelihood that the required specialists can be recruited and retained over the long term. To capitalize on opportunities that arise and secure these advantages on a long-term basis, the corporate strategy defines employer attractiveness and increasing diversity as strategic priorities. Due to its regional focus, the bank considers its utilization of this potential as medium.
Sustainability-related risks	TKB lives up to its responsibilities as a caring employer. Nevertheless, risks relating to occupational safety and employee health, such as mental overload, cannot be completely ruled out. TKB minimizes this risk through progressive working conditions, occupational safety specifications, occupational health management and external social counseling services. It assesses the remaining risk as very low. Several risks exist with respect to equal opportunities and employee diversity. Breaches of personal integrity can occur, for example, through the misuse of power, discrimination, sexual harassment or bullying and this can result in lawsuits, a loss of trust and/or reputational damage. There is also a risk that the bank may not be able to achieve the gender benchmarks prescribed by law for the top-most level of management (Board of Directors and Executive Board) in the period of time provided. These risks are mitigated by the terms and conditions of employment, the guidelines on conduct (which are summarized in the Code of Ethics (Code of Conduct), among other things), the directives, regular awareness training for staff and management, and the option of receiving external social counseling. The bank does not tolerate any breaches of personal integrity - and anybody who is affected by, observes or learns of such breaches can report them via various channels. The bank has prepared succession plans to ensure that it achieves its gender benchmarks. Thanks to these measures, TKB assesses these risks as low. The proportion of women in management could be much higher, however; the bank's ability to achieve the corresponding benchmarks hinges on the availability of specialists.

Expectations of the bank

Competition for committed employees is fierce, and the needs of current and potential employees are changing. A responsible employer is expected to promote a healthy organizational culture and create an inclusive working environment in which diversity is valued and where employees have equal opportunities and feel comfortable. This not only promotes competitiveness and innovative spirit, but also boosts the company's reputation, attractiveness and responsibility toward its employees. Employees expect opportunities for learning and development and appreciate having enough leeway for individual responsibility, flexibility in terms of time and location, a work-life balance and attractive fringe benefits. TKB customers trust that the bank is just as committed to its staff as it is to them. And they welcome the feeling that the bank and its staff understand their cultural background, life experience and life plan. The canton expects TKB to fulfill its public service mandate, treat its employees impeccably and ensure high-quality training for young people in Thurgau.

Relevant topic-specific directives

- Terms of employment
- "Working Hours and Absences" (Arbeitszeit und Absenzen) directive
- "Cost Sharing for Continuing Education" (Kostenbeteiligung an Weiterbildung) directive
- "Family Allowances" (Familienzulagen) directive
- "Sexual Harassment and Bullying in the Workplace" (Sexuelle Belästigung und Mobbing am Arbeitsplatz) directive
- "Preferential Terms and Conditions" (Vorzugskonditionen) directive

Management approach

TKB is prudent and judicious in its dealings with staff. TKB's HR strategy has four main priorities: further embed the value-based organization and management, highlight and promote both the bank's attractiveness as an employer and the diversity of its workforce, establish a systematic approach to talent management, and modernize HR processes and digitalization. TKB adopts different approaches to live up to its responsibility as an employer and the expectation of diversity and equal opportunity. They are outlined below.

The HR team, working together with the management, has the following mission: "Together, we are committed to ensuring that people can give their best."

Working conditions

TKB complies with the regulations (Employment Act, data protection, etc.) applicable to it in Switzerland. It pledges to respect human rights and structures its business operations in compliance with nationally and internationally recognized standards on human rights. Furthermore, TKB pledges to uphold the fundamental principles of the International Labour Organization (ILO) and to take steps to prevent any potential direct or indirect conflicts from arising in connection with the bank's business operations.

Programs for employees with part-time contracts

TKB employees who are employed on a part-time basis are subject to the same terms and conditions of employment as full-time employees. That means they are entitled to equal treatment with comparable full-time employees in terms of salary levels, contractual arrangements (including maternity and sick leave), dismissal rules, pension entitlements and education, as well as equal protection of their right to organize, to engage in collective bargaining and to act as employee representatives. The same principle applies to non-pay benefits, subject to a restriction on preferential terms for TKB products and services: these are not available to employees with hourly contracts and average workloads of less than 35 percent.

Disciplinary practices

Depending on the severity of the violation, breaches of internal or external guidelines by employees may result in consequences ranging from written warnings up to and including termination of the employment contract, either with or without notice. Physical punishment is never permitted as a disciplinary measure.

Freedom of association, right to collective bargaining

TKB respects employees' important constitutional right to join trade unions and to engage in collective bargaining. This means employees are allowed to join the Swiss Bank Employees' Union (SBPV) if they so desire. TKB also respects the International Covenant on Civil and Political Rights (ICCPR), Art. 8 of which stipulates that no one may be required to perform forced or compulsory labor. This constitutional right is also monitored by the authorities and sanctions imposed in the event of violations. TKB is committed to complying with the Swiss Federal Act on Information and Co-determination for Employees in Businesses (Mitwirkungsgesetz).

Equal pay, compliance with minimum wages

Equal opportunities are an integral part of TKB's self-image and values. All functions are open to all genders and the compensation system is structured to be gender neutral. This was confirmed by the equal pay analysis carried out by the Competence Center for Diversity and Inclusion at the University of St. Gallen for the second time in 2025 (the first having been carried out in 2020). The analysis was performed on behalf of the bank using the webtool provided by the Confederation for such analyses. Due to its low pay gap of 3.2 percent in favor of men, TKB was awarded the "We pay fair" label from the University of St. Gallen and the seal of approval from the Social Partnership Center for Equal Pay in the Banking Industry.

As no minimum wage is defined at the national level in Switzerland, TKB cannot pledge to comply with it. While TKB is guided by the SBPV's Agreement on Conditions of Employment for Bank Employees (ACEBE) when setting employees' salaries, it is not bound by it. TKB offers fair remuneration to all employees and complies with the minimum requirements of the ACEBE, thereby ensuring a living wage and decent living conditions for its employees and their families.

Work-life balance, maximum working hours

TKB offers its staff flexible working hours and a working environment compatible with that. Managers and employees determine together whether and, if so, to what extent working from home or on the move (remotely) is allowed. The bank allows part-time contracts for every role, including at management level. Workloads starting at 40 percent are possible for advisors and specialists, whereas workloads of 60 percent or higher are possible for management staff. TKB promotes job and top sharing by offering employees the opportunity to apply for openings with a job-sharing arrangement. To do that, they can access the relevant information on the intranet, including a matching platform where they can search for a suitable job sharing partner. TKB grants 16 weeks of maternity leave to mothers and two weeks of paternity leave to fathers – each with continued salary payments of 100 percent. This may be extended with unpaid leave, subject to agreement. Employees generally have at least five weeks of paid time off (PTO), which is above the statutory minimum of four weeks. Regardless of how long they have worked at the bank and regardless of their functional level, employees can take 5.5 weeks of PTO from the age of 30 and six weeks from the age of 40. All employees can also buy an extra week of PTO per year. TKB's terms and conditions of employment additionally stipulate that employees who care for family members or life partners living in the same household may take up to three days of PTO per event (subject to a maximum of ten days per year, except in the case of children). In justified cases, the bank will also consider granting additional days of paid leave. Finally, TKB complies with the Swiss Federal Employment Act (Arbeitsgesetz), which specifies that the maximum number of working hours per week for office staff is 45 hours.

Occupational health management, mental and physical health

TKB maintains an occupational health management system based on three pillars: work culture, prevention and case management. The bank fosters a positive work culture of appreciation. This is based on the guiding principles for good cooperation and leadership. Potential problems and crises should also be identified at an early stage. This happens during the regular performance and development reviews or by monitoring working hours and absences. TKB offers a range of preventive measures to safeguard the physical and mental health of its employees, including information, workshops and training on various topics. These include courses on stress management and mindfulness. Employees can also contact the employee counseling service MOVIS AG. In the event of a crisis, employees receive close guidance and support, whether through an internal meeting with HR, case management by the Helsana health insurer or the employee counseling services. The latter also prepares a yearly overall analysis of the cases handled. If anything stands out in this report, the bank can take targeted action. If required, the bank offers re-entry programs for people with mental health problems – provided that re-entry is possible from an operational perspective. Finally, the bank offers ergonomic workplaces and modern working conditions that permit individual flexibility.

Information and raising awareness

Employees will find an information platform on the intranet on “Equal opportunities and work-life balance.” It contains useful advice on things like striking a work-life balance, parenthood, finances and returning to work, action plans and programs, as well as contacts for particular concerns.

Corporate culture

The bank values a climate of personal respect and mutual trust. Every employee has a right to the protection of their personal integrity and should be able to perform their tasks free from harassment. In particular, the bank does not tolerate sexual harassment, discrimination or bullying. The Code of Ethics (Code of Conduct) and the “Sexual Harassment and Bullying in the Workplace” (Sexuelle Belästigung und Mobbing am Arbeitsplatz) directive regulate non-discriminatory cooperation.

Code of Ethics (Code of Conduct)

The Code of Ethics (Code of Conduct) forms part of the terms and conditions of employment and is binding on all employees and the members of TKB’s Board of Directors. The employees receive information about the topics covered by the Code of Ethics (Code of Conduct), and any amendments to it, on a regular basis. The Code of Ethics (Code of Conduct) is sent to all new hires as part of the terms and conditions of their employment and it is discussed from different perspectives at the regular courses held for new employees (“Our Bank”).

Training and education

All employees, whether part-time or full-time, benefit from internal and external training opportunities. This is an important part of systematic employee development. For this, TKB cooperates with different external partners, including in the areas of sustainability (see details in “Responsible advisory services” on pg. 21), leadership development, sales development and digital advisory services. TKB also supports individual training measures to improve personal skills and generally covers all the associated costs. In the case of individuals without basic banking training, the bank offers lateral job opportunities for various positions. The bank also offers apprenticeships every year in business management (with a focus on banks), in service and administration, in IT and as a chef in the staff restaurant. TKB additionally offers internships for high school graduates and university students as well as trainee programs for university graduates.

TKB offers general or context-specific in-house training in several different areas, such as advisory services, leadership and sustainability. These training sessions are developed and conducted either internally or in collaboration with external partners. The quality and relevance of training sessions is ensured by means of surveys conducted among the participants in new training sessions, and adjustments are made as needed. Ongoing training sessions are subject to spot checks, especially if employees’ feedback is negative.

Talent management

TKB has a clearly defined process for promoting talent and ensuring succession planning for managers. Every year, HR conducts personnel planning and development meetings with all supervisors, which includes discussing employees’ performance and potential. In the case of high-potential employees, the supervisor – with HR support – works together with the employee in question to develop an individual development plan. This can comprise further training, in-house placements, on-the-job arrangements or external development centers. A structured succession planning process is in place for the second level of management, which HR carries out twice a year together with the Executive Board. The process involves discussing internal and external candidates for second-level management positions where changes are expected to take place in the near term. A person (a member of the Executive Board or HR) will be designated to remain in contact with the external candidates. HR will work with internal candidates to design individual measures to foster their development and prepare them for the management position. This ensures TKB’s sound leadership in the future and that it is positioned for success over the long term. TKB also has clear processes in place for the development of advisors and specialists.

Diversity

HR advisors work with managers to ensure that they draw from a diverse applicant pool when recruiting. Gender representation plays an important role in strategic personnel recruitment. The focus here is on proactively approaching women, especially if none or only a few apply for a position.

TKB has set itself diversity and equality targets for the sustainability strategy period from 2026 to 2030 (see “Status of target achievement” on pg. 38).

Mentoring

Mentoring is a temporary partnership coordinated by HR in which experienced managers – the internal mentors – pass on their knowledge and experience to (usually) younger employees – the mentees. Mentoring benefits mentees by providing them with support for their professional development, regular feedback and access to new networks.

Employee management

Six management principles form the basis of TKB's modern work and leadership culture. Supervisors are instructed to base their employee management on feedback, individual responsibility and an entrepreneurial mindset. As role models, managers must first and foremost impart an awareness of overarching topics and actively support and strengthen their employees as experts in their roles. That is the purpose of the continuous performance and development reviews conducted since 2017: Managers meet with all permanent staff on a regular basis (at least once a year) to discuss their personal engagement and their willingness to make an active contribution. To encourage entrepreneurial thinking, TKB launched a participation process called "24'n'Go" in 2021, which lets employees contribute ideas and help shape their working environment.

Organization

HR is responsible for the material topic of "Employer responsibility and diversity." HR defines and initiates corresponding measures and tracks target achievement. HR advisors who are in contact with employees and managers on a daily basis play a particularly important role. They advise them on leadership issues, organizational matters, matters related to labor law and operational HR management, as well as providing employees with advice on career paths and various work-related topics.

Status of target achievement

Target: TKB promotes the satisfaction and health of its employees.

KPI	Target year	Status	As at 2025
Employee commitment/satisfaction > 4.0 (scale 1–5)	2030	●	Employee commitment/satisfaction was 4.4 according to the 2024 survey (next survey in 2027)
Absences due to illness per employee < 8 workdays per year	2030 (annually)	✓	7.2 workdays due to illness per employee
Proportion of counseling cases due to conflicts/stressful situations in the workplace < 2% per year	2030 (annually)	✓	1.4% of counseling cases due to conflicts/stressful situations in the workplace

Target: TKB promotes diversity and ensures equal opportunities for all employees.

KPI	Target year	Status	As at 2025
Proportion of women – on the Board of Directors stands at 30 percent – on the Executive Board stands at 20 percent – in management positions stands at 23 percent – at functional level 5 (highest level of a specialized career path) stands at 33 percent	2030	●	Proportion of women – on the Board of Directors stood at 22.2 percent – on the Executive Board stood at 0 percent – in management positions stood at 21.2 percent – at functional level 5 (highest level of a specialized career path) stood at 32.2 percent
Return rate to an equivalent position after parenthood stands at > 90 percent	2030 (annually)	✓	Return rate to an equivalent position after parenthood stood at 91.7 percent
Percentage of management positions that can also be carried out on a part-time basis stands at 100 percent	2030 (annually)	✓	Percentage of management positions that can also be carried out on a part-time basis stood at 100 percent
Unexplained gender pay gap of < 5.0 percent (We pay fair label)	2030	●	Gender pay gap stood at 3.2 percent
Proportion of employees with a non-traditional career path model at the end of their career (partial retirement, gradual retirement, work beyond the reference age) has increased compared to 2024	2030	○	-

Target: TKB promotes the personal and professional development of its employees.

KPI	Target year	Status	As at 2025
80 percent of employees have > 2 days per year of training/education	2030 (annually)	○	-
Entry-level hiring rate (apprentices, FVB internships, university trainees) stands at > 90 percent	2030 (annually)	✔	The entry-level hiring rate stood at 90 percent
Proportion of management positions filled by internal candidates: - 60 percent at functional levels 3 and 4 - 40 percent at functional level 6 (leadership team)	2030 (annually)	✔	Proportion of management positions filled by internal candidates: - 61 percent at functional levels 3 and 4 - 44 percent at functional level 6 (leadership team)

✔ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- Rollout of the new “LernBar” learning platform, which improves the onboarding process and makes course content more easily customizable
- Improved communication (new career page on tkb.ch, employer and social media videos) about career paths and opportunities in order to increase the bank’s internal and external attractiveness as an employer
- Swibeco fringe benefits platform launched, which presents fringe benefits more clearly and makes them more attractive
- Mentoring program continued
- Gender pay gap analysis; TKB once again received the “We pay fair” label
- Participated again in the “St. Gallen Diversity Benchmarking” study
- “Ambidextrous Leadership” program launched to promote a holistic leadership culture; this is mandatory for all managers
- “Maybe Leaders” program launched for ambitious and/or curious employees interested in exploring the possibility of a career in management

Next steps

- Increase awareness of the Code of Ethics (Code of Conduct), implement mandatory web-based training (WBT) on the topic
- Establish an internal complaint management system and raise managers’ and employees’ awareness of it, provide information on possible courses of action and sanction levels on the intranet
- Develop a modular training course along the employee lifecycle for managers of all experience levels (“Maybe” to “Experienced Leaders”)
- Expand the range of integration and inclusion offers
- Promote flexible and, in some cases, longer employment beyond the age of 65

Corporate governance (business ethics)

Through responsible and modern corporate governance, TKB lays the foundation for business success in compliance with ethical principles. The bank views integrity, fairness, clear management structures and balanced distribution of responsibilities and skills as being among the conditions necessary for sustainable value creation. TKB considers it important to have a leadership culture that enables economic success in compliance with ethical principles. This ensures that it can accommodate changing market conditions, stakeholder demands and regulatory requirements.

Impacts, opportunities and risks

Impact of business operations	Strong economic performance based on modern and responsible corporate governance is the prerequisite for the trust that customers, business partners and employees have in TKB. Compliance with laws and regulations; observance of rules regarding information security, cyber security and data protection; transparent reporting and open dialogs with stakeholder groups help create sustainable value and ensure long-term customer relationships. By establishing clear responsibilities and processes for sound, modern corporate governance and requiring the same from its business partners, TKB can serve as a role model for other companies and have a positive impact on its business partners.
Sustainability-related opportunities	Good corporate governance lays the foundation for TKB's business operations and strengthens its credibility and position as a reliable and trustworthy partner. TKB engages in appropriate risk management and adopts a professional approach to risks. This, in turn, enables the bank to identify and seize opportunities at an early stage.
Sustainability-related risks	TKB is a FINMA-licensed bank. TKB is subject to a large number of regulatory and legal requirements, compliance with which is audited annually by an external audit firm. The bank also describes its corporate governance in detail in its annual report. Since it is subject to strict requirements, numerous measures have been taken to mitigate the risk of violations of those corporate governance requirements. Central instruments include the internal control system (ICS) in the operating units, the independent Risk Control, the Compliance function and Internal Audit. Despite these precautions, TKB rates the associated risks as moderate, in part due to the strict requirements that apply. More information on its corporate governance can be found in the Annual and Sustainability Report.

Expectations of the bank

The population and the canton expect TKB to provide good, modern corporate governance that thrives on integrity, transparency and dialog. They view this as the foundation for long-term business success. Not only that, but the population and the canton also expect TKB to contribute to economic stability and favorable economic and social development in the canton.

It is crucial that TKB complies with all legal and regulatory requirements, that no serious violations occur and that its business decisions are in line with ethical principles.

TKB is also expected to take critical concerns of internal and external stakeholders seriously. This means that stakeholders must have easy access to a channel for raising their concerns with TKB and that whistleblowers are protected.

Finally, TKB should have a responsible remuneration policy. That means it pays fair wages.

Relevant topic-specific directives

- “Anti-money Laundering” (Bekämpfung Geldwäscherei) directive
- “Cross-border” (Crossborder) directive
- “Cross-border Germany” (Crossborder Deutschland) directive
- “FATCA” directive
- “Acceptance and Granting of Gifts and Other Benefits” (Entgegennahme und Ausrichtung von Geschenken und anderen Vorteilen) directive
- “External Whistleblowing Hotline” (Externe Meldestelle für Compliance-Verstöße) directive
- “Market Conduct” (Marktverhalten) directive
- “Sanctions” (Sanktionen) directive
- “Tax Transparency of International Customers” (Weisung zur Steuertransparenz von Auslandskunden) directive
- “QI” directive

Management approach

TKB's corporate governance approach meets the relevant provisions set forth in the “Directive on Information Relating to Corporate Governance” of SIX Swiss Exchange and FINMA Circular “Corporate governance – banks.” The bank also follows the “Swiss Code of Best Practice for Corporate Governance” of the economiesuisse economic umbrella organization. Responsible corporate governance has top priority for TKB, together with a clear division of responsibilities at the operational and strategic management level. It ensures this with a transparent organizational culture as described and depicted in the bank's [Annual and Sustainability Report](#) and on its website.

Compliance management system (including directives)

TKB has implemented a professional compliance management system to ensure compliance with the applicable legal, regulatory and standard industry and company-specific regulations. Every year, a risk-based monitoring and operational plan is created for the following year and approved by the Executive Board as well as being duly noted by the Risk and Audit Committee of the Board of Directors. The plan is based on the bank's own experiences, new legal and regulatory requirements and a risk survey. The corporate governance requirements are implemented by an extensive set of directives that govern the bank's approach to risks and its compliance with legal and regulatory requirements.

TKB's Code of Ethics (Code of Conduct) defines standards of conduct that apply across the bank and forms part of the terms and conditions of employment. The Business and Organizational Regulations apply to the competencies and responsibilities of the different committees and functions. In addition, there are various directives to prevent bribery and corruption (such as the directive on the "Acceptance and Granting of Gifts and Other Benefits" (Entgegennahme und Ausrichtung von Geschenken und anderen Vorteilen)), to combat money laundering, organized crime, terrorist financing and tax evasion/crime, and to deal with cross-border activities. There is also a directive on market conduct aimed at preventing insider trading and market manipulation. The directives are updated regularly. Any violations of these specifications are investigated using a standardized process that forms part of an established system of sanctions. Moreover, compliance with the corporate governance requirements and directives is monitored through risk management processes and an internal control system as well as by an in-house office (Internal Audit) and an external office (auditor, FINMA). The prevention of conflicts of interest is governed by subsections of several different directives, including the above-mentioned "Directive on the Acceptance and Payment of Gifts and Other Benefits" (Weisung Entgegennahme und Ausrichtung von Geschenken und anderen Vorteilen). Employees also have access to a checklist entitled "Measures for appropriately managing conflicts of interest" that will help them identify conflicts of interest at an early stage and take appropriate action.

Anti-money laundering

TKB implements all relevant legal and regulatory provisions relating to the prevention of money laundering. TKB also has IT-based systems to monitor payment transactions. These systems screen all incoming and outgoing payments. World-Check, an external database, is also used to monitor all current customers on a daily basis to check whether they are included on a sanctions list or if other reputational risks exist. TKB applies the same procedure to new customers. The risk of money-laundering from business relationships is also monitored through a points-based system. Business relationships involving more acute risks are subject to a separate screening and approval process.

Combating tax evasion

TKB has a white money strategy in place and does not knowingly accept any new money that has not been taxed. The corresponding principles are set forth in the Code of Ethics (Code of Conduct), which states that the bank and its employees are not permitted to help customers evade or avoid taxes. TKB also complies with the Agreement on the Swiss banks' code of conduct with regard to the exercise of due diligence (CDB 20), which contains a prohibition on active assistance in tax evasion and similar acts. Finally, TKB has a directive on the tax transparency of international customers, and all international customers were already vetted under this directive years ago.

TKB assesses as part of an annual audit whether any of its customers may have committed material tax offenses. If certain thresholds are met, customer advisors are automatically instructed to perform in-depth examinations.

TKB additionally ensures that its international customers are reported to countries that participate in the Automatic Exchange of Information (AEOI). Since the USA does not participate in the AEOI, US persons are covered by the rules of the Foreign Account Tax Compliance Act (FATCA). FATCA is aimed at financial institutions worldwide and requires them to provide information about US taxpayers to the US tax authorities on an annual basis. International customers who are not domiciled in an AEOI country must provide a one-time written confirmation that they are in compliance with the applicable tax laws. TKB also meets the requirements of the Qualified Intermediary (QI) agreement concluded with the US Internal Revenue Service (IRS) and has robust processes and controls in place to ensure ongoing compliance with all relevant QI requirements. Under the QI agreement, financial institutions undertake to comply with certain due diligence, documentation and reporting obligations in order to correctly collect and pay US withholding taxes.

Fair competition

The purpose of the Swiss Federal Act on Cartels and other Restraints of Competition (Kartellgesetz) is to prevent the harmful effects of cartels and other restraints of competition and thus to promote competition. As an independent institution, TKB supports free and fair competition, complies with the applicable provisions of the Swiss Cartel Act and avoids conduct that could impede effective competition. The bank opposes the formation of cartels or any other anti-competitive agreements.

Employee training

TKB has a comprehensive training program on compliance-related topics. All new employees who join the bank complete an onboarding course on compliance. In addition, the bank organizes regular mandatory further training on key compliance issues for staff in need of such training. This includes sessions on anti-money laundering, market conduct, cross-border banking and tax-related matters concerning FATCA, AEOI and qualified intermediaries. Information campaigns targeting employees at all levels aim to raise awareness of the importance of acting in compliance with the rules. Moreover, compliance issues are discussed between managers and employees as part of ongoing performance and development reviews. The Head of Compliance also attends meetings of business area heads, private customers and business customers with their department heads to provide updates on current compliance issues.

Whistleblowing Hotline

TKB has maintained an external, independent Whistleblowing Hotline since 2018. In addition to the internal reporting options, such as directly contacting their supervisor or the Head of Compliance, employees can also report their suspicions to an independent law firm through the hotline. This then forwards the anonymous information to the Head of Compliance, who examines the matter in detail (for more details, please see “Reporting procedure in the event of violations” on pg. 14). TKB’s Code of Ethics (Code of Conduct) and the “External Whistleblowing Hotline” (Externe Meldestelle für Compliance-Verstöße) directive explicitly state that employees must not suffer any disadvantages in connection with reports submitted, unless the report is based on deliberately false information. The procedure for submitting reports to the Whistleblowing Hotline is formally regulated in the directive. The language used at the Whistleblowing Hotline is German, the language spoken within TKB and in the market area. Further information on reporting violations can be found in the relevant section on pg. 14.

Remuneration policies

The Board of Directors is responsible for the remuneration model for the Executive Board. Overall remuneration for the members of the Executive Board is made up of a fixed annual salary and a variable remuneration component.

When setting the Executive Board remuneration, the Board of Directors considers all aspects that are important for balanced and sustainable bank management. Variable remuneration is also linked to the sustainability goals. One of the five quantitative strategic targets of the corporate strategy for the period from 2023 to 2027 relates to sustainability: improving the MSCI ESG and Inrate ESG ratings by one rating category for each index. Furthermore, the Executive Board’s performance is assessed based on qualitative targets, also taking sustainability-related aspects into consideration.

Even outside the Executive Board, TKB’s responsible remuneration policy ensures that no wrong incentives are created and that no conflicts of interest arise. TKB pays particular attention to employees who are involved in the advisory process. Additional information on the bank’s remuneration policy can be found in the management approach described in “Responsible advisory services” on page 21.

Further information on remuneration can be found in TKB’s [Annual and Sustainability Report](#). The report also discloses the annual total compensation ratio.

Reporting

TKB has provided transparent reporting on its sustainability progress since 2014. The GRI Sustainability Report has been published yearly since 2023. The report is reviewed by the Strategy Committee of the Board of Directors and then submitted to the Board of Directors for approval. The GRI Sustainability Report supplements the bank’s Annual and Sustainability Report, which contains not only the annual review but also the annual financial statements, detailed information on corporate governance and the key aspects of the bank’s non-financial reporting in accordance with Art. 964a et seq. of the Swiss Code of Obligations. These matters are reviewed by the Bank Committee and submitted to the Board of Directors for approval. TKB also publishes a Climate Report in accordance with the TCFD recommendations as an annex to the Annual and Sustainability Report or as part of the sustainability reporting required by the Swiss Code of Obligations. Climate reporting is reviewed by the Risk and Audit Committee and submitted to the Board of Directors for approval. In accordance with the Swiss Federal Council’s Ordinance on Climate Disclosures, this climate reporting has been mandatory for TKB from the 2024 financial year onward.

The bank’s entire Annual and Sustainability Report is approved by the Thurgau cantonal parliament, which is responsible for part of the political oversight over the bank.

TKB additionally communicates its sustainability performance in various formats via different channels. These include the employee magazine, the bank’s website as well as social media posts. These communications enable it to meet its stakeholders’ various information requirements.

Organization

The Board of Directors is responsible for corporate governance at the strategic level and the Executive Board is responsible for it at the operational level. Various departments and specialists within the bank assist the Executive Board with implementing it. The Corporate Governance working group monitors and reviews regulatory developments. It includes employees from the General Secretariat, Corporate Development, the Sustainability Office, HR and the Compliance and Risk Control departments. It meets quarterly. The Compliance department supports the Executive Board and employees by providing information, advice and training on compliance issues. It also ensures compliance with the rules and policies. The department reports regularly to the Executive Board and quarterly to the Board of Directors. The bank has also set up permanent working groups, which comprise, among others, the heads of HR, Internal Audit, Legal and Compliance, for the topics of “Data protection” and “Prevention of internal fraud.” Other working groups are formed when necessary and to implement specific corporate governance initiatives.

Status of target achievement

Target: TKB maintains a regular and transparent dialog with its stakeholders.

KPI	Target year	Status	As at 2025
One external dialog conducted each year: yes/no	2030 (annually)	✓	The executive boards of TKB and WWF Switzerland discussed the WWF Rating of Swiss Retail Banks 2024. This discussion featured not only the results but also the mutual expectations, recommendations, challenges and possible solutions
One internal event organized for employees each year: yes/no	2030 (annually)	✓	Two sustainability-related events were organized for employees in 2025. One was the sustainability event attended by around 60 employees, the other was a sustainability tour of InnoRecycling in Eschlikon, which was organized for the first time and attended by 40 participants

Target: TKB promotes integrity and responsible conduct (compliance) at all levels.

KPI	Target year	Status	As at 2025
Employee awareness of responsible conduct raised (topics from the Code of Ethics (Code of Conduct)): yes/no	2030 (annually)	✓	A self-study course on the Code of Ethics (Code of Conduct) was made available to employees in the "LernBar" and promoted on the intranet
Serious regulatory violations were avoided: yes/no	2030 (annually)	✓	No serious violations identified

Target: The Executive Board has a remuneration model that includes sustainability targets.

KPI	Target year	Status	As at 2025
The Executive Board's annual strategic targets include sustainability targets (target: > 15%)	2030 (annually)	✓	19% of the Executive Board's annual strategic targets included sustainability targets (sustainability-related targets expressed as a percentage of the total strategic targets)

✓ Target achieved
 ● On track
 ● Partially on track
 ● Not on track
 ○ Not started yet

Measures and activities in 2025

- TKB Sustainability Policy fully embedded in the relevant banking processes. The last step was to integrate exclusions regarding controversial topics into the processes and systems in the bank's financing business
- Training session conducted for the Executive Board and the Board of Directors on the topic of "Other nature-related financial risks"
- Code of Ethics (Code of Conduct) audited by Internal Audit
- Conditions met for the Climate Report to be machine-readable

Next steps

- Revise the Code of Ethics (Code of Conduct)
- Implement machine readability of the Climate Report
- Organize the next sustainability event to raise employees' awareness

Information security, cyber security and data protection

TKB attaches great importance to information security, cyber security and data protection. The security of both customer and employee data is indispensable for TKB in its role as a reliable and trustworthy partner. Handling sensitive data is inherent to TKB's role as a financial services provider and exposes it to elevated risk. These factors make the implementation of comprehensive and robust security measures across its operational infrastructure essential. The corresponding structures and methods meet the highest standards. The bank uses both technical and organizational means to do this and provides its customers and employees with transparent information about changes being made in this area.

Impacts, opportunities and risks

Impact of business operations	Data protection, information security and cyber security can have negative consequences for customers and employees, in particular, if their data is not adequately protected. Customers are at risk of having their identities stolen. This can lead to significant financial losses and a lengthy process to recover their own identity. Confidential information about financial transactions could also become public, which significantly compromises customers' privacy. Employees are likewise at risk because their personal and professional information could be misused, potentially leading to identity theft, fraud or targeted phishing attacks. Overall, a lack of data protection and security measures can seriously undermine both customers' and employees' trust in the bank.
Sustainability-related opportunities	Information security, cyber security and data protection focus on minimizing risk, so there is only limited potential for seizing opportunities. This limited potential consists primarily in the fact that clear regulations and transparency regarding data protection and the processing of personal data can strengthen customer trust.
Sustainability-related risks	Information security, cyber security and data protection pose risks that have a high potential for damage and losses. Information security and cyber security are vulnerable to cyber attacks, which might take the form of data theft or damage to IT services, for example. Compliance with the Swiss Federal Act on Data Protection and safeguarding banking secrecy entail further risks. Circumstances such as a data loss, too many access rights, mail mistakenly sent to wrong addresses or the inadequate handling of personal data could result in damage or losses. A lack of data protection and security measures can also severely erode both customers' and employees' trust in the bank. TKB considers these risks to be significant and addresses them through various measures across different areas. These include a robust IT architecture, strict access policies, end-to-end monitoring of IT systems by internal and external specialists and dedicated software for identifying and defending the bank against cyber threats and data loss. TKB also has directives and requirements in place governing how data is handled and invests in regular awareness-raising and training measures for its employees and, increasingly, its customers.

Expectations of the bank

TKB is expected to ensure that all of its customers' and employees' data is well protected and available at all times. The IT infrastructure must also have secure protections in place and function flawlessly so customers can process their financial transactions 24/7. If cyber incidents do occur, the bank is expected to keep its response time very short and for systems to be back online shortly thereafter. The regulator expects the same thing. TKB should also handle the data entrusted to it responsibly and provide transparent information about how it is used. Customers and employees expect their personal data to be treated with respect – that it will not be used without their consent and that they can easily express their preferences. Finally, TKB is expected to provide information on relevant data breaches and cyber incidents.

Relevant topic-specific directives

- “Data Protection” (Datenschutz) directive
- “Outsourcing” directive
- “Cooperation with Third Parties” (Zusammenarbeit mit Drittparteien) directive
- “Data Governance” directive
- “System Governance” directive
- “Project Governance” (Projekt Governance) directive
- “Handling Customer Data” (Umgang mit Kundendaten) directive
- “Classification” (Klassifizierung) directive
- “Information Security Policy” (Informationssicherheitspolitik) directive
- “Procedure in the Event of IT Security Incidents” (Verhalten bei Informationssicherheitsvorfällen) directive

Management approach

Incorporation into the compliance management system

TKB attaches great importance to information security, cyber security and data protection. The Executive Board implements the information security, cyber security and data protection management system and issues directives covering areas such as data protection, data classification, basic IT protection and handling customer data. The Compliance and Risk Control departments help the Executive Board implement the management system. The relevant controls in the internal control system (ICS), including controls of suppliers and IT business partners, are geared toward regulatory requirements and the relevant standards. The Board of Directors and the Executive Board are briefed quarterly on matters related to data protection through the quarterly risk control (information security and cyber security) and

compliance (data protection) reports. Internal and external auditors also regularly audit the management system and relevant internal controls. All employees receive regular training on information security, cyber security and data protection. Information on these topics is prepared and communicated within the bank and externally on an ongoing basis.

Suppliers and business partners are contractually obliged to protect data in accordance with the bank's specifications. TKB provides contractors with data protection training where needed. Contractors are also contractually obliged to provide data protection training for any of their employees who perform work for the bank.

Privacy Policy

The relevant provisions governing the processing of personal data are published in the [Privacy Policy](#) on the bank's website and available at any branch; these are available to customers as well as any interested parties. The Privacy Policy applies to all areas of the bank. Customers receive specific data protection notices in the form of terms of use when they use online forms and tools or participate in events or functions. For employees, these are set out in an internal directive on data protection. TKB grants data subjects all rights afforded to them by law including the right to obtain information free of charge, to have data rectified, blocked or erased, to restrict processing, to object to processing, and to have personal data disclosed or transferred to other controllers in a commonly used format. Data subjects can at any time revoke a consent that they have already given to the processing of their personal data, although the revocation will only apply to the future.

The processing of personal data can be carried out by TKB itself or via a third party on behalf of TKB. The "Outsourcing" directive governs how contracts are awarded to third parties. Third-party data processing is performed exclusively via a contract and an agreement governing commissioned data processing pursuant to the Swiss Federal Act on Data Protection that sets out binding requirements and detailed disclosures. IT is responsible for provider onboarding management, which includes a due diligence process that takes place during outsourcing partner selection ("Cooperation with Third Parties" (Zusammenarbeit mit Dritten) directive). This process includes, for example, a risk assessment, verification of ISAE3402 certification (or comparable certification), reference checks and the identification of red flags. Various requirements relating to information security, cyber security and data protection are also added to the respective contracts with third parties. These include, among other things, requirements concerning technical and organizational measures relating to information security, cyber security and data protection as well as a list of subcontractors and requirements to be reviewed and approved. The contractors are required to provide TKB with prior written notification of any changes or if they call in new subcontractors. TKB must consent in writing to any changes of subcontractors. The bank monitors compliance with the outsourcing requirements; the third-party risk management process was still being developed at the time this report was published.

Ensuring information security and cyber security in connection with external data processing

If TKB commissions a third party to independently and on an ongoing basis perform a function that is essential to the company's business operations, whether in whole or in part, it must comply with the requirements of FINMA Circular 2018/3 "Outsourcing." The directives specified above also apply.

Contracts governing material outsourcing arrangements are subject to a legal review and risk analysis by Risk Control; contingency plans for outages are drawn up and options are defined for the orderly repatriation of the outsourced function. In addition, controls and management controls are defined; each outsourced function must be reviewed at least once a year. The basic principles governing the approval of outsourcing projects are set out in the bank's Delegation of Authority Regulations. Service providers must undergo an integrity check prior to rendering the service. TKB requires third-party providers to notify it in a timely manner of the engagement or replacement of any subcontractors who perform material functions, so that it has the opportunity to terminate the outsourcing arrangement in an orderly manner. If such subcontractors are engaged, they must be bound by the obligations and assurances of the service provider that are required to ensure compliance with the Circular.

Access management system

A variety of measures are taken to protect personal data against unauthorized access, one such measure being a restrictive access management system that follows the need-to-know and least-privilege principles. In the interests of data minimization, there is a policy that governs the periodic erasure of all digital data in the core banking system and directly connected systems. Processes also exist for erasing other data in peripheral systems and physical storage systems. Erasure is based on the statutory and regulatory retention periods as well as the requirements of data protection legislation.

Contingency plans for security incidents (data breaches, data incidents)

TKB has contingency plans in place for security incidents (data breaches, data incidents). The duties, competencies and responsibilities are regulated in the "Procedure in the Event of IT Security Incidents" (Verhalten bei Informationssicherheitsvorfällen) directive. A data loss and data leakage prevention tool (DLP) monitors the databases, outgoing e-mail traffic, Teams chat messages and selected portions of the data storage system for leaks. In the event of a leak, the employees involved, their supervisors and the Information Risk Control (information security) team are notified by e-mail. The Information Risk Control team looks into each case. The employee involved must also give their account of what happened. Security incidents are documented, compiled and reported to the internal Cyber Risk Board. Precautions are taken to prevent potential data protection breaches: these include risk assessments, privacy by default/privacy by design policies, and supplementary training measures. If actual data breaches occur, these are analyzed immediately in accordance with a defined process, and measures are initiated to minimize the damage and improve the protective measures.

Regular audits are carried out to ensure information security and cyber security. They are aligned with the material risks in critical systems and data transmission pathways. Carried out either by external firms (in isolated cases) or internal teams (Information Risk Control/Internal Audit), these audits examine processes and how information and critical data are handled in those processes.

Organization

TKB has a cyber strategy for managing cyber risks and a data strategy that governs the confidentiality, availability and integrity of data, as well as the use of such data to achieve corporate goals. The Board of Directors ensures that the corporate strategy is in compliance with data protection regulations. The Executive Board is responsible for implementing the relevant measures for information security, cyber security and data protection. In particular, it ensures that personal data is processed in compliance with data protection regulations and, in doing so, safeguards the protection, confidentiality and integrity of customer data.

Data Protection Officer

TKB's Data Protection Officer (DPO) is appointed by the Executive Board, professionally independent and not bound by directives. From an administrative perspective, the DPO is a member of the Compliance department. Their contact details are published on TKB's website and reported to the Swiss Federal Data Protection and Information Commissioner (FDPIC). They serve as the point of contact for data subjects and the authorities. The DPO ensures that risks are identified at an early stage and that the processing of personal data complies with the legal requirements. They advise all responsible departments of the bank on all matters relating to data protection and raise employees' awareness of issues related to data protection. Within the scope of their duties, they have unrestricted rights to information and access.

Cyber Risk Board

The Cyber Risk Board is made up of the heads of IT Security, Risk Control, IT, Information Risk Control, Compliance and IT Internal Audit. It monitors cyber threats and changes in TKB's risk exposure. It also analyzes cyber incidents within the bank and the industry environment and monitors both penetration tests and vulnerability assessments. It evaluates current cyber risks on an ongoing basis and follows regulatory developments.

Information security and cyber security organization

Information security and cyber security are monitored and ensured by a multi-person team. Organizationally, this team is part of the Risk Control department. TKB also has an IT Security team that forms part of the IT department for organizational purposes. This ensures that the bank's systems, networks and data flows are monitored at all times in order to prevent data losses and defend the bank against cyber attacks on its IT systems and applications. Physical security is the responsibility of the Head of Physical Security in the Real Estate department.

Responsibility for data protection and data security

The Executive Board is responsible for implementing the relevant measures for information security, cyber security and data protection. It delegates this responsibility to the Architecture Board, which is also the Data Governance Board. This is made up of the heads of IT Security, IT Architecture, Data Management, Information Risk Control, Financial Risk Control and the Head of Digitalization and Services (Executive Board member). It assesses the introduction of and changes to systems, interfaces and data; in particular, whether checks regarding the protection and monitoring of the changes have been properly carried out and are being implemented. In principle, all projects must be presented to and approved by the Architecture Board before they are implemented. Since the Head of Digitalization and Services is in charge of project management, this person can identify changes in projects and point out their relevance on the Architecture Board.

Status of target achievement

Target: TKB has a modern and reliable cyber security infrastructure and ensures that customer data is handled responsibly and securely.

KPI	Target year	Status	As at 2025
Reportable cyber attacks avoided: yes/no	2030 (annually)	✓	No reportable cyber attacks
Reportable data losses avoided: yes/no	2030 (annually)	✓	No reportable data losses

Target: Employees are provided with regular training on and made aware of the topics of information security, cyber security and data protection.

KPI	Target year	Status	As at 2025
Employees received level-appropriate training on information security and cyber security/data protection in the reporting year (target: 90%)	2027 (annually)	✔	All TKB employees were invited to take the “Social Engineering” and “Data Protection Refresher” WBT courses and will complete mandatory training by Q1 2026. Additionally, all employees receive information security and cyber security training; they also complete the basic module on data protection as part of the onboarding process. Target of 90% achieved for both areas
Survey conducted to document effectiveness of awareness campaigns: yes/no	2027 (annually)	✔	The phishing campaign ran for 12 months (including an accompanying survey) in 2025 and will be evaluated in 2026

✔ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- Efforts began to overhaul the existing information security management system (ISMS). Existing requirements, controls, the information security and cyber security risk catalog and the tools required for this were reviewed and will be gradually made compliant with the new ISO 27001:2022 standard (requirement in accordance with FINMA Circular 2023/01)
- “Information Security and Cyber Security” team strategically redefined as “Information Risk Control,” then assigned to the internal risk management function (switch from “Compliance” to “Risk Control”)
- Fundamental overhaul of WBT on information security and cyber security. In addition, live training sessions and surveys were carried out to raise awareness of information and cyber security. Short web-based training course developed that employees can complete independently
- Another “Online Security” compact seminar organized
- WBT on data protection updated for mandatory refresher training every two years; training started
- “AI assessment” developed to ensure legally compliant AI at TKB, taking into account the sections of the EU AI Act relevant to Switzerland and in view of the rules governing the use of AI currently being developed by the Federal Department of Justice and Police
- Interests of “Data protection and compliance” represented in the drafting of the new “Artificial Intelligence (AI)” (Künstliche Intelligenz (KI)) directive

Next steps

- Continue ISMS overhaul
- Introduce a platform that centrally documents cyber threats, information and cyber security risks, and the protection mechanisms in place for critical systems, and aggregates incidents and vulnerabilities
- Continue “Data Protection” WBT training sessions
- Implement AI assessments: Point of contact for data protection and compliance when launching new AI applications or applications with AI features
- Take further steps as needed to raise awareness of data protection in CRM and customer documentation

Procurement

As a Thurgau-based company with a cantonal public service mandate, TKB is committed to promoting a socially and environmentally friendly economy. The bank considers not only economic criteria in its procurement practices, but environmental and social criteria as well, and strives to use local or regional supply chains. By taking sustainability requirements into account when procuring goods and services, TKB indirectly supports fair and environmentally friendly production and contributes to efforts to raise awareness of both sustainable business operations and sustainable consumption. Furthermore, the bank uses its extensive internal control system and regular due diligence checks not only to mitigate sustainability-related risks, but also to ensure compliance with applicable regulations.

Impacts, opportunities and risks

Impact of business operations	TKB engages in local procurement practices that support the regional economy and, indirectly, employment opportunities in the region. By factoring in sustainability criteria when purchasing goods and services, the bank can positively influence their impact on the environment and people. Implementing progressive procurement requirements also lets TKB set an example and positively influence suppliers' business operations by actively addressing sustainability-related issues and demanding compliance with standards.
Sustainability-related opportunities	When procuring goods and services, TKB's greatest opportunity arises in its direct contact with local companies/producers (and with potential customers, as a result). This strengthens the bank's local roots and visibility.
Sustainability-related risks	If the applicable legal regulations and due diligence obligations are violated when purchasing goods and services – relating to child labor or the import of minerals and metals from conflict-affected and high-risk areas, for example – this poses a potential risk. TKB reviews its compliance with the statutory requirements on a regular basis and has established the processes necessary for this purpose. A reputational risk also arises if goods or services are unintentionally procured that were produced under poor conditions. TKB considers the risks associated with procurement to be low due to its embedded processes.

Expectations of the bank

As a local bank, TKB is expected to give preference to regional suppliers when making purchases, thereby supporting the local economy. In addition, various stakeholder groups expect TKB to enforce its clear procurement management guidelines in order to prevent and/or minimize any adverse impacts of its procurement practices on people and the environment. Finally, TKB must comply with the legal requirements.

Relevant topic-specific directives

Generally relevant guidelines and documents according to pg. 8

Management approach

TKB's principles for the procurement of goods and services provide a guideline for all employees involved in purchasing.

Sustainable procurement principles

Six overarching principles apply to the bank's procurement processes: efficiency, social compatibility (including the observation of human rights), environmental compatibility, consideration of local business partners, transparency and partnership-based cooperation, and product-specific requirements. These principles give the procurement managers specific criteria and key questions, general tips and process descriptions. They stipulate that procuring parties maintain a competitive cost/benefit ratio over the entire period of use. Moreover, the goods and services must be produced or supplied under socially acceptable conditions and have the minimum possible negative impact on the environment and people throughout their entire life cycle. Procurement managers raise suppliers' awareness of occupational health and safety guidelines as well as human and labor rights. Of decisive relevance here are the applicable laws, collective labor agreements and other collective bargaining agreements, industry standards and the guidelines of the UN International Labour Organization (ILO).

TKB addresses the sustainability requirements in discussions with all new suppliers as well as with current suppliers in contract renewal negotiations. Moreover, its [general procurement principles](#) can be found on TKB's website. It uses internal communication channels, like its intranet, to ensure that all of its employees who are tasked with procurement know and follow the principles. The topic is also addressed during sustainability training. The Executive Board is additionally updated on the status of target achievement through twice-yearly reports.

Sustainability Declaration for Suppliers

TKB's suppliers pledge to comply with generally applicable sustainability requirements through the Sustainability Declaration for Suppliers. These include a requirement to take all necessary steps to prevent corruption. The Sustainability Declaration is utilized for all procurements and services used with a value of CHF 10,000 or more per year; it is obtained once per supplier. This is helping TKB to establish a commitment to sustainability in its supply chain and to systematically raise awareness among its suppliers of environmental and social compatibility. A structured data filing system makes it possible to track and evaluate progress in collecting the declarations. The [document](#) is available to the public on TKB's website.

Specific requirements

For ten high-risk product groups, TKB has defined specific sustainability requirements that go beyond the general principles. Suppliers complete, sign and return these product declaration sheets to TKB. For IT procurement, the requirements are incorporated into the tender documents, making them a fixed component of the contracts. The product-specific sustainability requirements apply to advertising material, IT products (Workplace Infrastructure (WPI)) and the staff restaurant.

The requirements apply to purchases with a value of CHF 10,000 or more per procurement process or cumulated over the entire year. TKB also applies these requirements to a lower procurement volume for particularly sensitive products, such as marketing items for children. A second exception applies to providers where the bank regularly places larger orders, in which case they apply regardless of the order volume. When appropriate, TKB draws on the product-specific sustainability requirements of recognized labels and certifications, such as “Blue Angel,” “amfori BSCI” and “FSC.” External procurement experts regularly review whether the relevant requirements have changed.

Annual due diligence check in accordance with the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO)

TKB is subject to the DDTrO. It is currently exempt from the due diligence and reporting obligations, since it does not process or import any minerals or metals in excess of the defined thresholds and there are no reasonable grounds to suspect any child labor in its supply chain. TKB performs and documents an annual due diligence check as to whether this assessment remains valid. After an initial evaluation in 2022, which involved compiling an inventory of all relevant goods and services procured, this process was then operationalized in 2023. The annual due diligence check, among other things, was incorporated into the internal control system. Additional details regarding the review process can be found in the [Annual and Sustainability Report](#) (pg. 49).

Organization

The procurement managers of the different departments are responsible for implementing the general procurement principles and compliance with the product-specific sustainability requirements. The Sustainability Office is the point of contact for any questions or concerns. The procurement managers from Marketing, IT, Real Estate, Facility Management and the staff restaurant have formed a “Procurement” experience-sharing group to discuss how to continuously improve and update TKB’s response to the sustainability requirements. They also identify training needs and discuss how to optimize processes. External procurement experts facilitate this exchange as needed.

Status of target achievement

Target: TKB only considers suppliers that meet the bank’s sustainability requirements in full.

KPI	Target year	Status	As at 2025
All suppliers (procurement volume > CHF 10,000) have signed the sustainability declaration (target: 90%)	2030 (annually)	●	A total of 367 sustainability declarations had been obtained by 31 December 2025 (preliminary reporting in absolute figures)
All suppliers (procurement volume > CHF 10,000) of the Marketing, WPI and Employee Restaurant departments have signed the product declaration sheets (target: 90%)	2030 (annually)	●	While the product declaration sheets are consistently collected by the Marketing, WPI and Employee Restaurant departments, there is still no standardized filing process in place for them. This is currently making it impossible to evaluate and report a reliable number of them.

● Target achieved
 ● On track
 ● Partially on track
 ● Not on track
 ○ Not started yet

Measures and activities in 2025

- Initial report prepared on the status of obtained sustainability declarations. Outcome: Documents are still not being collected and filed in a consistent manner. Awareness-raising measures implemented (discussed at the annual meeting of marketing coordinators (MKKO meeting); mandatory WBT developed for employees with purchasing authority)
- Experience-sharing group meeting conducted with external presentation entitled “Carbon footprint in the supply chain: What are the major levers?” to raise participants’ awareness of the topic

Next steps

- Implement further measures to embed the sustainability declaration, by means of WBT in particular
- Rectify unfiled or incorrectly filed sustainability declarations
- Establish a uniform filing process for product declaration sheets
- Optimize marketing-related packaging and logistics: reduce packaging for promotional items, switch to more compact and/or recyclable packaging for shipping
- Switch from conventional to fair trade products for certain promotional items (chocolates and packaged sugar for coffee)

Commitment to the region

TKB is committed to promoting a diverse society in the canton, something it does through sponsorships, its own events and the community service missions of its employees.

The bank – as a major sponsor – provides over one million Swiss francs in funding every year to foster social life within the community. It is committed to promoting both culture and popular sports and acts as a patron. It is particularly active in supporting up-and-coming talent. Many of its employees are also involved in regional associations and institutions. TKB supports this charitable engagement. It also organizes its own events, such as seminars, to teach the people of Thurgau about sustainable real estate and a variety of financial topics, including taxes, investments and pension provision. The bank supports cultural, artistic, academic and community service projects with a local character, in particular through its charitable contributions to foundations – such as the TKB Anniversary Foundation (TKB-Jubiläums-Stiftung), which is legally independent of TKB.

Impacts, opportunities and risks

Impact of business operations	Through its commitment to the region, TKB fulfills its legally stipulated public service mandate, which states that the bank has a social responsibility to promote economic development in the Canton of Thurgau. Selected sponsorship commitments throughout the canton strengthen not only customer proximity (and customer trust in the process), but also social and cultural life in the canton and the local economy. Our employees' community service missions have a direct positive impact on people and nature in the region.
Sustainability-related opportunities	By positioning itself as a financial company with strong regional roots in Thurgau, the bank opens up additional opportunities to compete for both customers and qualified employees. This social commitment also raises the bank's profile, consolidates its position in the market and enhances its positive reputation; taking sustainability-related factors into account in these initiatives promotes these even further.
Sustainability-related risks	TKB does not see any sustainability-related risks related to its commitment to the region.

Expectations of the bank

The population and the canton expect TKB to contribute to the canton's economic and social development. This may include donations in the form of sponsorships or unpaid, charitable work. TKB is also expected to promote awareness of financial and sustainability-related topics. What matters is that all of these initiatives benefit the entire population rather than just the bank's own customers.

Relevant topic-specific directives

Generally relevant guidelines and documents according to pg. 8

Management approach

TKB's sponsorship concept sets out sustainability criteria that are generally easy to understand. For events that take place as part of a sponsorship, there is also a list of criteria relating to waste, procurement, mobility and safety.

Sustainability criteria

The bank initially assesses sponsorship requests against the sustainability criteria set out in the sponsorship policy, which can be viewed on the TKB website. If these criteria are met and no exclusion criteria apply (e.g. violation of human and/or labor rights, see the TKB Sustainability Policy starting on pg. 14), the request will be processed in accordance with a predefined process. A sustainability clause and suitable sustainability criteria are integrated into all sponsorship agreements. The clause emphasizes the value of sustainability and obliges the sponsorship partners to transparently describe their efforts to meet the sustainability criteria.

Sponsorship tool

Since 2022, TKB has used a digital sponsorship tool to optimize and systematize its process for evaluating and entering into sponsorship commitments. All relevant data is collected online, and only complete sponsorship applications can be submitted. The conditions for deciding on a sponsorship can be viewed online. When completing the online form, applicants must answer questions regarding specific aspects of sustainability, including the waste and mobility concept, whether local suppliers are considered and the environmental performance assessment. Sponsorship applications for events with over 1,000 attendees require the organizers to describe transparently and in detail what measures they will take regarding waste, procurement, mobility and security to ensure that the event is held in a sustainable manner.

Bank events

The sustainability criteria also apply to the bank's own events. TKB values seasonal products for catering and encourages people to use public transport or form carpools. After the event, the project management team produces a final report that explains where potential for improvement exists, including in terms of sustainability. To assist with this, the bank has developed sustainability checklists, which are tailored to the size of events, that employees can use while organizing the events to systematically check for sustainability-related issues.

Community service missions

TKB gives all its staff one working day to engage in charitable work. There are various projects with organizations in Thurgau, all of which meet the bank’s sustainability criteria, that the employees can choose from for their mission. They also have the option of taking paid leave to volunteer outside of the range of missions that TKB has organized.

TKB Anniversary Foundation

This legally independent foundation was established on the occasion of TKB’s 100th anniversary. It promotes cultural, artistic, academic and charitable events and projects in the Canton of Thurgau that will benefit the people of Thurgau.

Ongoing dialog

TKB strives for enduring sponsorship partnerships that are characterized by closeness, reliability and trust and maintains regular dialog with its sponsorship partners to that end. It therefore seeks a direct dialog with its partners, or contacts them in the context of community service missions or at its own networking events, at least once per year.

TKB measures the event-specific impact of its social commitment and sponsorships through a tool that tracks participant feedback and indirectly through the results of regular brand surveys.

Organization

Overall responsibility for social engagement lies with the Executive Board. The Marketing Services & Sponsorships department, and especially the Events & Sponsorships team within it, is responsible for implementing sponsorship projects. It manages the sponsorship policy, provides support for the sponsorship commitments and community service missions, and organizes bank events and trade show presences.

If a sponsorship application meets the basic conditions and relates to a canton-wide project, the sponsorship project management team will submit a proposal to the Executive Board, which will then decide whether or not to approve the application. If the application relates to a local project, the relevant branch will decide whether or not to approve it.

The sponsorship project manager has been leading the “Committed to the region” experience-sharing group since 2021. This group comprises project managers from Events & Sponsorships, Creative Services and Trade Fairs as well as representatives of selected branches. Sustainability experts are called in as needed. The group meets once a year to advance the bank’s commitment to the targets set out in its sustainability strategy.

Status of target achievement

Target: TKB promotes community service work that benefits people and nature, in particular to conserve biodiversity and diversity of species. It offers its employees the opportunity to get involved.

KPI	Target year	Status	As at 2025
Number of community service missions (target: 150 per year)	2030 (annually)	✓	158 community service missions

Target: Sustainability criteria are systematically taken into account at all bank events, at trade fairs and in connection with sponsorship agreements and commitments.

KPI	Target year	Status	As at 2025
Percentage of contracts for key sponsorship commitments that include sustainability criteria (target: 90%)	2030 (annually)	✓	100% of contracts for key sponsorship commitments include sustainability criteria
Centrally organized bank events and trade fairs systematically take sustainability criteria into account: yes/no	2030 (annually)	✓	The sustainability criteria are systematically embedded in the processes and are taken into account wherever possible when planning and holding bank events and trade fairs. Regular discussions and awareness-raising within the Events & Sponsorships team
Decentralized branch events take sustainability criteria into account: yes/no	2030 (annually)	✓	Tools and simplified checklists that also take sustainability criteria into account are available for use at the branches. The Events & Sponsorship team regularly raises awareness in the branches (on a decentralized basis)

✓ Target achieved ● On track ● Partially on track ● Not on track ○ Not started yet

Measures and activities in 2025

- Collaborated on and sponsored the study entitled “Benefits of a subsidy franc”
- Collaborated on and sponsored the Swiss Sustainable Lending Market study
- Raised awareness of sustainability issues in society and the region, as in the previous year; this was done through a compact seminar entitled “Sustainable Renovation” (Nachhaltig sanieren) and free information sessions on the topic of “Renewing Buildings – Halving Energy Costs” (Gebäude erneuern – Energiekosten halbieren), which it organized together with EFT Energiefachleute Thurgau
- “Commitment to the region” defined as the standard agenda item for the annual meeting of marketing coordinators (MKKO meeting). Issues in 2025: community service work, sustainability declaration and experience-sharing group
- Experience-sharing group reorganized: Core group comprised of members of Events & Sponsorships, Creative Services and the Sustainability Office (meeting every six months), extended group with branch office representatives and people involved in trade fairs that can be called in as needed
- Sponsorship tool: Successful pilot project in selected branches. Since general conditions at the branch offices vary, a full-scale rollout would not make sense
- “Sponsorship roundtable” initiative launched and participated in by several cantonal banks; valuable discussions, also on the issue of sustainability in sponsorships
- Thurgau Debt Module (Schuldenmodul Thurgau) project supported, helping to foster general financial literacy among young people; this was done in collaboration with the Finance Mission association
- WWF Eastern Switzerland’s “Nature School” (Natur-Schule) project sponsored since 2021; yearly donation of CHF 6,000 to help school-age children playfully learn more about endangered animal species and how to protect their habitats
- 158 employees volunteered in 2025, performing a total of around 1,050 hours of community service work.
- The legally independent TKB Anniversary Foundation donated a total of around CHF 1,405,000 to support 298 local projects during the reporting period.

Next steps

- Implement the sponsorship tool at other branches
- Pilot a call between the central sponsorship department and interested branches to discuss regional commitments with a supra-regional impact that are supported with a central budget; objective: create a better overview for branches and synergy potential
- Continue the sponsorship roundtable with other cantonal banks
- Implement a sponsorship strategy review: Assess whether commitments fit in with the strategy before renewing them
- Continue employees’ community service work
- Use a digital communication campaign to strengthen the impact and visibility of sponsorship commitments

Index on non-financial matters (Art. 964a et seq. CO)

New legal provisions regarding sustainability disclosures have been in force in Switzerland since 2024. In accordance with the Swiss Code of Obligations, companies that exceed a certain size threshold are required to make five “non-financial matters” transparent. TKB implements the new reporting obligations in its Annual and Sustainability Report. Its GRI Sustainability Report and Climate Report in accordance with the TCFD recommendations provide in-depth information on the relevant matters.

Material topic	Environmental matters	Social matters	Employee-related matters	Respect for human rights	Anti-corruption
Climate and environment	x				
Responsible advisory services		x			
Sustainable products	x			x	
Sustainable finance	x	x		x	
Employer responsibility and diversity		x	x		
Corporate governance (business ethics)					x
Information security, cyber security and data protection		x			
Procurement	x	x		x	x
Commitment to the region		x			

The table below shows which non-financial concerns are allocated to the material topics of TKB’s sustainability strategy. The table below shows where, in addition to TKB’s Annual and Sustainability Report, additional information on non-financial matters can be found in the GRI Sustainability Report 2025 and in the 2025 Climate Report in accordance with the TCFD recommendations.

CO 964b	Disclosure	Location	Additional information and omissions
Environmental matters (including CO₂ targets)			
Para. 1	Impact of business operations	GRI SR: pgs. 16, 26, 30, 47 CR TCFD: 16–18	In the corresponding table in the “Impacts, opportunities and risks” subsection Climate-related risks and their impacts
Para. 2(2)	Policies	GRI SR: pgs. 17–18, 26–28, 30–32, 47–48 CR TCFD: 13–19	In the corresponding “Relevant topic-specific directives” and “Management approach” subsections Strategy, “The inclusion of climate-related risks and opportunities in business policy”
Para. 2(3)	Measures and assessment of their effectiveness	GRI SR: pgs. 19–20, 28–29, 32–33, 48–49 CR TCFD: 31–51	In the corresponding “Status of target achievement” and “Measures and activities in 2025” subsections Indicators and targets, “Metrics for dealing with climate-related risks and opportunities”
Para. 2(4)	Material risks and how they are being dealt with	GRI SR: pgs. 9, 16, 26, 30, 47 CR TCFD: 27–30	“Integrating sustainability risks into risk management” subsection and in the corresponding table in the “Impacts, opportunities and risks” subsection Risk management, “The processes used for dealing with climate-related risks”
Para. 2(5)	Key performance indicators	GRI SR: pgs. 19, 28–29, 32–33, 48, 60–62, 63–64, 64, 72 CR TCFD: 31–51	Indicators in the “Status of target achievement” subsections Indicators and targets, “Metrics for dealing with climate-related risks and opportunities”
Social matters			
Para. 1	Impact of business operations	GRI SR: pgs. 21, 30, 34, 43, 47, 50	In the corresponding table in the “Impacts, opportunities and risks” subsection

CO 964b	Disclosure	Location	Additional information and omissions
Para. 2(2)	Policies	GRI SR: pgs. 13–14, 21–24, 30–32, 35–37, 43–45, 47–48, 50–51	“Dialog with stakeholders” section, especially the “Communication of critical concerns” and “Reporting procedure in the event of violations” subsections In the corresponding “Relevant topic-specific directives” and “Management approach” subsections and in the “Occupational health management, mental and physical health” subsection within the material topic “Employer responsibility and diversity”
Para. 2(3)	Measures and assessment of their effectiveness	GRI SR: pgs. 24–25, 32–33, 37–38, 45–46, 48–49, 51–52	In the corresponding “Status of target achievement” and “Measures and activities in 2025” subsections
Para. 2(4)	Material risks and how they are being dealt with	GRI SR: pgs. 9, 21, 30, 34, 43, 47, 50	“Integrating sustainability risks into risk management” subsection and in the corresponding table in the “Impacts, opportunities and risks” subsection
Para. 2(5)	Key performance indicators	GRI SR: pgs. 24–25, 32–33, 37–38, 45–46, 48, 51–52, 67	Indicators in the “Status of target achievement” subsections “Number of absence days” disclosure in the “Employer responsibility and diversity” table
Employee-related matters			
Para. 1	Impact of business operations	GRI SR: pg. 34	In the table in the “Impacts, opportunities and risks” subsection
Para. 2(2)	Policies	GRI SR: pgs. 35–37	In the “Relevant topic-specific directives” and “Management approach” subsections
Para. 2(3)	Measures and assessment of their effectiveness	GRI SR: pgs. 37–38	In the “Status of target achievement” and “Measures and activities in 2025” subsections
Para. 2(4)	Material risks and how they are being dealt with	GRI SR: pgs. 9, 34	“Integrating sustainability risks into risk management” subsection and in the table in the “Impacts, opportunities and risks” subsection
Para. 2(5)	Key performance indicators	GRI SR: pgs. 37–38, 65–70	Indicators in the “Status of target achievement” subsection Indicators in the “Employer responsibility and diversity” tables
Respect for human rights			
Para. 1	Impact of business operations	GRI SR: pgs. 26, 30, 47	In the corresponding table in the “Impacts, opportunities and risks” subsection
Para. 2(2)	Policies	GRI SR: pgs. 11, 26–28, 30–32, 47–48	“Obligation to observe human rights” subsection In the corresponding “Relevant topic-specific directives” and “Management approach” subsections
Para. 2(3)	Measures and assessment of their effectiveness	GRI SR: pgs. 28–29, 32–33, 48–49	In the corresponding “Status of target achievement” and “Measures and activities in 2025” subsections
Para. 2(4)	Material risks and how they are being dealt with	GRI SR: pgs. 9, 26, 30, 47	“Integrating sustainability risks into risk management” subsection and in the corresponding table in the “Impacts, opportunities and risks” subsection
Para. 2(5)	Key performance indicators	GRI SR: pgs. 28–29, 32–33, 48, 63–64	Indicators in the “Status of target achievement” subsections Indicators in the tables “Sustainable products” except the indicator “Carbon emissions (Scopes 1–2) per invested CHF million of the financing and investment portfolio”
Anti-corruption			
Para. 1	Impact of business operations	GRI SR: pgs. 39, 47	In the corresponding table in the “Impacts, opportunities and risks” subsection
Para. 2(2)	Policies	GRI SR: pgs. 39–41, 47–48	In the corresponding “Relevant topic-specific directives” and “Management approach” subsections For the material topic of Procurement in the section entitled “Sustainability Declaration for Suppliers”
Para. 2(3)	Measures and assessment of their effectiveness	GRI SR: pgs. 42, 48–49	In the corresponding “Status of target achievement” and “Measures and activities in 2025” subsections
Para. 2(4)	Material risks and how they are being dealt with	GRI SR: pgs. 9, 39, 47	“Integrating sustainability risks into risk management” subsection and in the corresponding table in the “Impacts, opportunities and risks” subsection
Para. 2(5)	Key performance indicators	GRI SR: pgs. 42, 48, 71	Indicators in the “Status of target achievement” subsection Indicators in the Corporate Governance table

GRI Index

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the German version of the report.

Statement of use: Thurgauer Kantonalbank has reported in accordance with the GRI Standards for the period 1 January 2025 – 31 December 2025.

GRI 1 used: GRI 1: Foundation 2021

GRI Standard/ Source	Disclosure	Location	Additional information and omissions
General disclosures			
The organization and its reporting practices			
GRI 2: General Disclosures 2021			
[2-1]	Organizational details	AR pgs. 53–54, 138	
[2-2]	Entities included in the organization’s sustainability reporting	GRI SR: pg. 74	
[2-3]	Reporting period, frequency and contact point	GRI SR: pg. 74	
[2-4]	Restatement of information		No restatements of previously published information are necessary.
[2-5]	External assurance	GRI SR: pgs. 73–74	
Activities and workers			
GRI 2: General Disclosures 2021			
[2-6]	Activities, value chain and other business relationships	AR: pg. 78 GRI SR: pgs. 4, 10–11	
[2-7]	Employees	GRI SR: pg. 65	
[2-8]	Workers who are not employees	GRI SR: pg. 65	
Governance			
GRI 2: General Disclosures 2021			
[2-9]	Governance structure and composition	AR: pgs. 54–61, 64–69 GRI SR: pgs. 8–10	
[2-10]	Nomination and selection of the highest governance body	AR: pg. 59	
[2-11]	Chair of the highest governance body	AR: pgs. 55–56	
[2-12]	Role of the highest governance body in overseeing the management of impacts	GRI SR: pgs. 8–9	
[2-13]	Delegation of responsibility for managing impacts	GRI SR: pgs. 8–10	
[2-14]	Role of the highest governance body in sustainability reporting	GRI SR: pgs. 8–9	
[2-15]	Conflicts of interest	AR: pg. 59	
[2-16]	Communication of critical concerns	GRI SR: pg. 14	Omission – information not available/incomplete: There is currently no inventory showing the number of critical concerns reported. The creation of a data collection process is planned for 2026.
[2-17]	Collective knowledge of the highest governance body	GRI SR: pgs. 8–9	
[2-18]	Evaluation of the performance of the highest governance body	GRI SR: pgs. 8–9	

GRI Standard/ Source	Disclosure	Location	Additional information and omissions
[2-19]	Remuneration policies	AR: pgs. 69–71 GRI SR: pgs. 8, 13, 41	
[2-20]	Process to determine remuneration	AR: pgs. 69–71 GRI SR: pgs. 8, 41	
[2-21]	Annual total compensation ratio	AR: pg. 70	
Strategy, policies and practices			
GRI 2: General Disclosures 2021			
[2-22]	Statement on sustainable development strategy	GRI SR: pg. 3	
[2-23]	Policy commitments	GRI SR: pgs. 5, 7–9, 11	
[2-24]	Embedding policy commitments	GRI SR: pgs. 8–10	
[2-25]	Processes to remediate negative impacts	GRI SR: pgs. 5, 14	
[2-26]	Mechanisms for seeking advice and raising concerns	GRI SR: pgs. 14, 23–24, 41	
[2-27]	Compliance with laws and regulations	GRI SR: pgs. 40–41	
[2-28]	Membership in associations and interest groups	GRI SR: pgs. 10–11	
Stakeholder engagement			
GRI 2: General Disclosures 2021			
[2-29]	Approach to stakeholder engagement	GRI SR: pgs. 13–14	
[2-30]	Collective bargaining agreements	GRI SR: pg. 65	TKB is not bound by a collective bargaining agreement and has not employed any persons governed by a collective bargaining agreement. The same working conditions apply to all employees, incl. the maximum working hours.
Material topics			
GRI 3: Material Topics 2021			
[3-1]	Process to determine material topics	GRI SR: pg. 15	
[3-2]	List of material topics	GRI SR: pgs. 6–7	Compared to the previous year, the topics of “Climate and GHG emissions,” “Energy consumption,” and “Waste and resource management” have been merged to form the new topic of “Climate and environment.” The topics of “Responsibility as an employer” and “Equal opportunities and diversity” have been bundled under “Employer responsibility and diversity.” The topic “Economic performance” has been deleted.
Material topic “Climate and environment”			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 16–19	
GRI 301: Materials 2016			
[301-1]	Materials used by weight or volume	GRI SR: pg. 60	
[301-2]	Recycled input materials used	GRI SR: pg. 60	
GRI 302: Energy 2016			
[302-1]	Energy consumption within the organization	GRI SR: pg. 60	
[302-3]	Energy consumption outside of the organization	GRI SR: pg. 60	
[302-3]	Energy intensity	GRI SR: pg. 60	

GRI Standard/ Source	Disclosure	Location	Additional information and omissions
GRI 305: Emissions 2016			
[305-1]	Direct GHG emissions (Scope 1)	GRI SR: pg. 61 CR TCFD: pgs. 32–34	
[305-2]	Indirect energy-related GHG emissions (Scope 2)	GRI SR: pg. 61 CR TCFD: pgs. 32–34	
[305-3]	Other indirect GHG emissions (Scope 3)	GRI SR: pgs. 61–62 CR TCFD: pgs. 33–38	
[305-4]	GHG emissions intensity	GRI SR: pg. 62	
Own disclosure			
	Water consumption	GRI SR: pg. 62	
Material topic “Responsible advisory services”			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 21–25	
Own disclosure			
	Sustainability-related training	GRI SR: pgs. 23, 32, 62–63	
	Digital accessibility of the TKB website	GRI SR: pgs. 22, 63	
	Customer centricity	GRI SR: pgs. 23, 25, 63	
	Number of advisory sessions conducted by energy advice centers	GRI SR: pgs. 33, 63	
Material topic “Sustainable products”			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 26–29	
Own disclosure			
	Proportion of products and services with ESG criteria	GRI SR: pg. 63	
	Monetary value of products and services developed for a specific environmental benefit	GRI SR: pgs. 63–64	
Material topic “Sustainable finance”			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 30–33	
Own disclosure			
	Proportion of assets screened for ecological or social criteria with a positive or negative result	GRI SR: pg. 64	
	Percentage of financial investments linked to ESG criteria	GRI SR: pg. 64	
	Carbon emissions (Scopes 1–2) per invested CHF million of the financing and investment portfolio	GRI SR: pg. 64	
Material topic “Employer responsibility and diversity”			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 34–38	
GRI 401: Employment 2016			
[401-1]	New employee hires and employee turnover	GRI SR: pgs. 65–66	

GRI Standard/ Source	Disclosure	Location	Additional information and omissions
[401-3]	Parental leave	GRI SR: pg. 68	
GRI 404: Training and Education 2016			
[404-1]	Average hours of training and education per year per employee	GRI SR: pg. 66	
[404-3]	Percentage of employees receiving regular performance and career development reviews	GRI SR: pg. 67	
GRI 405: Diversity and Equal Opportunity 2016			
[405-1]	Diversity of governance bodies and employees	GRI SR: pgs. 37, 38, 68-69	
Own disclosure			
	Employee survey on satisfaction and commitment	GRI SR: pg. 67	
	Number of absence days	GRI SR: pgs. 37, 67	
	Number of counseling cases due to conflicts/stressful situations in the workplace	GRI SR: pgs. 37, 67	
	Entry-level hiring rate	GRI SR: pgs. 38, 67	
	Proportion of returnees after parental leave at the same function(al level)	GRI SR: pgs. 38, 69	
	Proportion of part-time employees in management positions	GRI SR: pg. 70	
	Proportion of management positions that can be filled by internal candidates	GRI SR: pgs. 38, 70	
Material topic "Corporate governance (business ethics)"			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 39-42	
Own disclosure			
	Number of training days in Compliance	GRI SR: pg. 71	
Material topic "Information security, cyber security and data protection"			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 43-46	
GRI 418: Customer Privacy 2016			
[418-1]	Substantiated complaints concerning breaches of customer data privacy and losses of customer data	GRI SR: pgs. 45, 71	No substantiated complaints regarding breaches of customer data privacy or reportable incidents were received from supervisory or regulatory authorities in 2025.
Own disclosure			
	Reportable cyber attacks:	GRI SR: pgs. 45, 71	
	Reportable data losses	GRI SR: pgs. 45, 71	
	Data protection incidents that have occurred	GRI SR: pg. 71	
	Requests submitted regarding the rights of data subjects	GRI SR: pg. 71	
	Complaints submitted regarding data protection breaches	GRI SR: pg. 71	
	Training on information security, cyber security and data protection	GRI SR: pgs. 46, 71	

GRI Standard/Source	Disclosure	Location	Additional information and omissions
Material topic "Procurement"			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 47-49	
GRI 204: Procurement Practices 2016			
[204-1]	Proportion of spending on local suppliers	GRI SR: pg. 72	
Material topic "Commitment to the region"			
GRI 3: Material Topics 2021			
[3-3]	Management of material topics	GRI SR: pgs. 50-52	
GRI 201: Economic Performance 2016			
[201-1]	Direct economic value generated and distributed	GRI SR: pg. 72	
Own disclosure			
	Proportion of contracts of key sponsorship commitments that include sustainability criteria	GRI SR: pgs. 51, 72	
	Number of community service missions by employees	GRI SR: pgs. 51, 72	
	Monetary value of employee volunteering	GRI SR: pg. 72	

Annex

Key performance indicators

Climate and environment

[GRI 301-1, GRI 301-2, GRI 302-1, GRI 302-2, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Full-time equivalents (FTE) as at the reference date [own disclosure]						
Full-time equivalents as at the reference date ²	3.9%	797	767	755	730	713
Materials used by weight or volume [GRI 301-1]						
Overall paper consumption (in kg)	14.2%	64,249	56,275	76,640	85,100	83,602
Recycled input materials used [GRI 301-2]						
Proportion of recycled paper relative to total paper consumption (in percent) ³	-	98	91	94	89	76
Paper consumption per employee (in kg/FTE)	9.9%	81	73	102	117	117
Energy consumption within the organization [GRI 302-1]						
Total energy consumption within TKB in megawatt hours (MWh)	4.8%	5,497	5,245	5,055	5,384	5,285
of which electricity	-13.9%	3,410	3,961	3,747	3,870	3,325
- Proportion of electricity from renewable sources (in percent)	19.7%	90	75	n/a	n/a	n/a
of which heating oil	194.3%	551	187	210	268	777
of which natural gas	37.3%	1,440	1,049	1,048	1,184	1,150
of which emergency power (diesel) ⁴	-	5	n/a	n/a	n/a	n/a
of which diesel (TKB's vehicles)	59.8%	0.8	0.5	0.7	3.0	1.7
of which gasoline (TKB's vehicles)	-	-	-	-	4	10
of which gasoline hybrid (TKB's vehicles)	-	-	-	-	-	-
of which plug-in gasoline (TKB's vehicles)	-66.1%	1	3	3	2	1
of which electric vehicles (TKB's vehicles) ⁵	162.8%	30	11	11	8	6
Air travel ⁶	-	5	-	-	-	-
of which district heating	85.6%	60	33	35	47	14
Energy consumption outside of the organization [GRI 302-2]						
Total energy consumption outside of TKB in megawatt hours (MWh)	19.0%	2,627	2,208	2,172	2,478	2,461
of which energy consumption of external data centers	-24.6%	171	227	222	228	263
of which energy consumption from business travel and commuting	24.0%	2,456	1,980	1,950	2,251	2,198
Energy intensity [GRI 302-3]						
Energy intensity per energy reference area (heating energy, electricity) (MWh/m ²)	10.4%	0.18	0.17	0.16	0.17	0.17
Energy intensity per employee (MWh/FTE)	4.9%	10.2	9.7	9.6	10.8	10.9

¹ Change in 2025 relative to the previous year (2024) in percent

² Since FTEs are specified as at the reference date of each environmental data inventory, they will differ from the personnel indicators reported as at 31 December from 2022 onwards

³ As this is a proportionate target, the percentage change compared to the previous year is not shown

⁴ Reported for the first time in 2025

⁵ Higher energy requirement from 2025 according to Mobitool V3.0

⁶ Value for information purposes only; it does not count towards energy consumption figures within the organization. Reported for the first time in 2025

Climate and environment

[GRI 301-1, GRI 301-2, GRI 302-1, GRI 302-2, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Direct GHG emissions (Scope 1) [GRI 305-1]						
Total direct GHG emissions in metric tons of CO ₂ equivalent (t CO ₂ e) ²	43.5%	301	210	283	259	383
of which heating oil	119.5%	73	33	39	54	176
of which natural gas	23.5%	216	175	177	201	201
of which emergency power (diesel) ³	-	11	n/a	n/a	n/a	n/a
of which refrigerant losses ⁴	-	-	-	65	n/a	n/a
of which diesel	52.7%	0.3	0.2	0.3	1.4	0.8
of which gasoline	-	-	-	-	2	4
of which plug-in gasoline	-82.8%	0.2	1.1	1.0	0.8	0.3
Energy indirect (Scope 2) GHG emissions [GRI 305-2]						
Total indirect GHG emissions (through district heating and electricity) in metric tons of CO ₂ equivalents (t CO ₂ e)	-48.8%	404	788	745	763	684
of which district heating	1.1%	0.1	0.1	0.1	0.1	-
of which electricity	-48.8%	402	784	741	760	682
of which electric vehicles	-40.0%	2	4	4	3	2
of which plug-in gasoline	-89.4%	0.0	0.2	0.2	0.1	0.0
Other indirect GHG (Scope 3) emissions [GRI 305-3]						
Total other indirect operational GHG emissions in metric tons of CO ₂ equivalents (t CO ₂ e)	2.6%	10,093	9,840	10,416	10,543	1,906
3.1 Purchased products and services ⁵	-2.5%	6,261	6,423	6,678	6,444	250
3.2 Capital goods ⁶	37.6%	2,574	1,871	2,207	2,362	-
3.3 Fuel- and energy-related emissions	6.8%	135	126	124	135	161
3.4 Upstream transport and distribution ⁷	39.1%	3	2	2	2	-
3.5 Operational waste	-4.7%	68	71	70	68	66
3.6 Business travel	-82.6%	40	229	226	238	232
of which air travel ⁸	-	2	n/a	n/a	n/a	n/a
3.7 Commuting	-13.9%	899	1,044	1,028	1,196	1,168
3.8 Upstream leased assets	2.7%	31	30	28	28	28
3.9 Downstream transport and distribution ⁹	-100.0%	-	1	1	1	1
3.10 Processing of sold products ¹⁰	-	-	-	-	-	-
3.11 Use of sold products ¹⁰	-	-	-	-	-	-
3.12 Disposal of sold products at the end of their lives ¹⁰	-	-	-	-	-	-
3.13 Leased property, plant and equipment ¹¹	94.2%	84	43	52	69	-
3.14 Franchises ¹⁰	-	-	-	-	-	-

¹ Change in 2025 relative to the previous year (2024) in percent

² Increased demand for fossil fuel-based heating due to severe winter and malfunctions in renewable heating systems

³ Reported for the first time in 2025

⁴ First inventoried in 2023

⁵ Scope 3 data has only been comprehensively reported since 2022

⁶ Capital goods have been inventoried since 2022

⁷ Upstream transport and distribution have been inventoried since 2022

⁸ Air travel has been inventoried since 2025

⁹ Waste transport is outside the system boundaries according to GHG; removed for 2025

¹⁰ Not relevant to TKB

¹¹ Leased property, plant and equipment have been inventoried since 2022

Climate and environment

[GRI 301-1, GRI 301-2, GRI 302-1, GRI 302-2, GRI 302-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Total other indirect operational GHG emissions in metric tons of CO ₂ equivalents (t CO ₂ e)						
3.15 Investments ²						
Corporate bonds (held by TKB) (Scopes 1–3) ³	1.5%	165,929	147,900	-	-	-
Business loans (Scopes 1–3) ⁴	3.0%	198,476	192,677	-	-	-
Mortgages (commercial real estate) (Scopes 1+2) ⁵	-4.9%	61,154	64,289	61,617	-	-
Mortgages (residential real estate) (Scopes 1+2) ⁵	3.9%	57,490	55,348	59,595	-	-
GHG emissions intensity [GRI 305-4]						
Total operational GHG emissions (Scopes 1, 2 and Scope 3.1–3.14, in t CO ₂ e)	-0.4%	10,798	10,838	11,443	11,565	2,973
Operational GHG emissions in metric tons of CO ₂ equivalents per employee (t CO ₂ e/FTE) (Scopes 1 and 2, and Scope 3.1–3.14, in t CO ₂ e)	-4.1%	13.5	14.1	15.2	15.8	4.2
Water consumption [own disclosure]						
Water consumption in cubic meters (m ³)	5.5%	7,119	6,749	6,538	6,327	6,164
Water consumption in cubic meters per employee (m ³ /FTE)	1.5%	8.9	8.8	8.7	8.7	8.6
Wastewater (public sewage system) (m ³) ⁶	5.5%	6,407	6,074	5,884	5,694	5,547

¹ Change in 2025 relative to the previous year (2024) in percent

² Detailed information on financed emissions can be found in the TKB [Climate Report](#)

³ First inventoried in 2024; PCAF quality score of 2

⁴ First inventoried in 2024; PCAF quality score of 5

⁵ First inventoried in 2023; PCAF quality score of 4

⁶ Empirical value that 10% of the water used is not discharged into the sewage system, as it is used to irrigate green spaces, for example

Responsible advisory services

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Sustainability-related training² [own disclosure]						
Total number of new employees	-	90	n/a	n/a	n/a	n/a
Number of new hires who have completed the mandatory "Introduction to Sustainability" training session at their functional level within the first three months	-	87	n/a	n/a	n/a	n/a
Proportion of new hires who have completed basic sustainability training at their functional level within the first three months (in percent)	-	96.7	n/a	n/a	n/a	n/a
Number of employees who must complete advanced sustainability training within 12 months of joining or changing jobs	-	21	n/a	n/a	n/a	n/a
Number of employees who completed advanced sustainability training within 12 months of joining or changing jobs	-	31	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent

² This disclosure has been reported since 2025

Responsible advisory services

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Proportion of employees who completed advanced sustainability training within 12 months of joining or changing jobs (in percent) ²	-	147.6	n/a	n/a	n/a	n/a
Digital accessibility of the TKB website [own disclosure]						
Siteimprove accessibility checker score ³	-0.4%	78.0	78.3	n/a	n/a	n/a
Customer centricity⁴ [own disclosure]						
Net promoter score (NPS) for the 2025 calendar year (entire bank)	-	58.9	n/a	n/a	n/a	n/a
Client satisfaction (CSAT): Onboarding CSAT for the 2025 calendar year (entire bank)	-	93.8	n/a	n/a	n/a	n/a
Number of advisory sessions conducted by energy advice centers [own disclosure]						
Number of advisory sessions conducted by energy advice centers	26.0%	184	146	75	29	30
of which "Energy performance assessment of buildings" (for private individuals) ⁵	-11.4%	31	35	53	29	30
of which "Energy from the Rooftop" (for private individuals) ⁶	14.4%	127	111	22	n/a	n/a
of which CECB (for private individuals) ⁴	-	15	n/a	n/a	n/a	n/a
of which operational optimization (for SMEs) ⁴	-	11	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent² A total of 31 employees completed advanced sustainability training within the deadline; it was mandatory for 21 of them³ This disclosure has been reported since 2024⁴ This disclosure has been reported since 2025⁵ Energy advisory services have been provided in cooperation with the energy advice centers of the Canton of Thurgau since 2018⁶ Advisory services have been offered since 2023

Sustainable products

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Investing: Proportion of products and services (assets under management) with ESG criteria [own disclosure]						
Volume of total products/services (assets under management) (in CHF millions) ²	12.8%	13,378	11,858	10,264	9,095	10,420
Number of ESG products/services ³	10.4%	48,397	43,825	40,193	38,434	34,638
Volume of ESG products/services (in CHF millions) ⁴	17.9%	3,437	2,916	2,451	2,256	2,478
Proportion of ESG products/services relative to total volume (in percent)	4.5%	25.7	24.6	23.9	24.8	23.8
Financing: Monetary value of products and services (assets under management) developed for a specific environmental benefit [own disclosure]						
Total mortgage volume (in CHF millions)	1.7%	21,624	21,269	20,000	19,154	21,740
Total volume of energy mortgages (in CHF millions)	26.1%	103	81	60	41	44

¹ Change in 2025 relative to the previous year (2024) in percent² Total assets under management (AM, custody account, pension provision)³ Conversion to ESG Plus approach; number of custody accounts ("AM Basic" (VV Basis), private mandates, pension funds)⁴ Conversion to ESG Plus approach; "AM Basic" (VV Basis), private mandates, pension funds

Sustainable products

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Proportion of volume comprised of energy mortgages (in percent)	24.0%	0.5	0.4	0.3	0.2	0.2
Number of new energy mortgages taken out in the reporting year ²	-	258	-	-	-	-

¹ Change in 2025 relative to the previous year (2024) in percent² This disclosure has been reported since 2025

Sustainable finance

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Proportion of assets screened for environmental or social criteria with a positive or negative result [own disclosure]						
Value of all assets under management at the end of the reporting period (in CHF millions)	1.1%	2,126	2,102	1,987	1,977	1,705
Value of all assets subject to a positive environmental and/or social screening (in CHF millions) ²	1.1%	2,126	2,102	1,987	1,977	1,705
Value of all assets subject to a negative environmental and/or social screening (in CHF millions) ²	0.0%	0	0	0	0	0
Value of all assets subject to a combined positive and negative environmental and/or social screening (in CHF millions) ²	0.0%	0	0	0	0	0
Proportion of assets that has undergone a positive environmental or social screening relative to total assets (in percent)	0.0%	100.0	100.0	100.0	100.0	100.0
Proportion of assets that has undergone a negative environmental or social screening relative to total assets (in percent)	0.0%	0.0	0.0	0.0	0.0	0.0
Proportion of assets that has undergone a combined negative and positive environmental or social screening relative to total assets (in percent)	0.0%	0.0	0.0	0.0	0.0	0.0
Percentage of financial investments linked to ESG criteria [own disclosure]						
Total number of financial investments	6.0%	178	168	166	162	132
Number of financial investments linked to ESG criteria ³	6.0%	178	168	166	162	132
Proportion of financial investments linked to ESG criteria (in percent)	0.0%	100.0	100.0	100.0	100.0	100.0
Carbon emissions (Scopes 1–2) per invested CHF million of the financing and investment portfolio [own disclosure]						
Carbon emissions in metric tons of carbon equivalents (CO ₂ e) per CHF million invested in the entire portfolio	-6.1%	4.8	5.1	95.6	105.7	168.0

¹ Change in 2025 relative to the previous year (2024) in percent² The own disclosure analysis forms the basis for this evaluation: "Percentage of financial investments linked to ESG criteria"; volume in CHF millions instead of the number of securities³ This evaluation of the "ESG criteria link" is based on the sustainability approach that TKB has applied to proprietary financial investments since spring 2023 (see "Sustainable finance")

Employer responsibility and diversity

[GRI 2-7, GRI 2-8, GRI 2-30, GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-3, GRI 405-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Employees² [GRI 2-7]						
Total employees (all including apprentices/interns and hourly wage earners)	1.4%	928	915	865	835	809
Total number of employees by employment contract (temporary/permanent) ³	1.9%	926	909	856	826	800
Permanent employment contract	1.6%	849	836	793	764	736
Men	2.2%	463	453	430	414	407
Women	0.8%	386	383	363	350	329
Temporary employment contract (incl. apprentices and interns) ^{4,5}	5.5%	77	73	63	62	64
Men	-11.4%	39	44	33	36	36
Women	31.0%	38	29	30	26	28
Hourly wage earners	-66.7%	2	6	9	9	9
Men	0.0%	0	0	3	3	3
Women	-66.7%	2	6	6	6	6
Total number of employees by degree of employment (full-time and part-time) ⁶	0.8%	871	864	819	786	758
Full-time (excluding apprentices/interns) ⁶	-2.2%	498	509	488	467	474
Men	-0.3%	370	371	350	340	343
Women	-7.2%	128	138	138	127	131
Part-time (excluding apprentices/interns, including hourly wage earners) ⁶	5.1%	373	355	331	319	284
Men	5.2%	102	97	88	84	76
Women	5.0%	271	258	243	235	208
Workers who are not employees [GRI 2-8]						
Total number of workers not employed but controlled ⁷	0.0%	8	8	8	9	n/a
Ratio of workers not employed but controlled compared with the total number of employees (in percent)	-1.4%	0.9	0.9	0.9	1.1	n/a
Collective bargaining agreements [GRI 2-30]						
Number of employees covered by collective bargaining agreements	0.0%	0	0	0	0	0
New employee hires and employee turnover [GRI 401-1]						
Total number of employees hired during the reporting period, broken down by age group ⁸	-15.4%	99	117	89	114	88
< 30 years	6.3%	51	48	42	50	52
30-50 years	-28.6%	40	56	35	55	30
> 50 years	-38.5%	8	13	12	9	6

¹ Change in 2025 relative to the previous year (2024) in percent

² As at 31 December 2025

³ Headcount incl. apprentices/interns/trainees, but excl. hourly wage earners, as they are listed separately

⁴ Apprentices/interns/trainees count as temporary employment contracts, not permanent

⁵ Headcount including apprentices/interns/trainees

⁶ Headcount, excluding apprentices/interns

⁷ These are people who are employed by a third-party company but have worked exclusively at TKB for a significant number of hours per week over an extended period (e.g., at the reception desk). Their number is recorded per capita and as at 31 December 2025 (reference date). This disclosure has been reported since 2022

⁸ Headcount including apprentices/interns, including hourly wage earners

Employer responsibility and diversity

[GRI 2-7, GRI 2-8, GRI 2-30, GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-3, GRI 405-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Proportion of new employees, by age group (in percent)						
< 30 years	25.6%	51.5	41.0	47.2	43.9	59.1
30–50 years	-15.6%	40.4	47.9	39.3	48.2	34.1
> 50 years	-27.3%	8.1	11.1	13.5	7.9	6.8
Total number of employees hired during the reporting period, broken down by gender ²						
Men	-15.9%	53	63	43	60	46
Women	-14.8%	46	54	46	54	42
Proportion of new employees, by gender (in percent)						
Men	-0.6%	53.5	53.8	48.3	52.6	52.3
Women	0.7%	46.5	46.2	51.7	47.4	47.7
Total number of employees who left the company during the reporting period, by age group ²						
< 30 years	17.9%	33	28	24	34	34
30–50 years	20.0%	24	20	22	26	24
> 50 years	44.4%	26	18	22	21	28
Employee turnover by age group (unadjusted turnover, in percent) ³						
< 30 years	-	16.6	-	-	-	-
30–50 years	-	5.8	-	-	-	-
> 50 years	-	8.9	-	-	-	-
Employee turnover by gender (unadjusted turnover, in percent) ³						
Men	-	9.7	-	-	-	-
Women	-	8.4	-	-	-	-
Employee turnover (unadjusted turnover, in percent) ³						
total	-	9.1	-	-	-	-
Employee turnover (adjusted turnover, in percent) ⁴						
total	9.6%	6.3	5.7	5.6	7.4	5.6
Average hours of training and education per year per employee [GRI 404-1]						
Total training days ⁵	5.7%	1,961	1,856	2,713	2,144	959
Training days per employee	5.4%	2.2	2.0	3.2	2.6	1.2
Men (per capita)	0.9%	2.2	2.2	3.3	2.8	1.2
Women (per capita)	9.2%	2.0	1.9	3.0	2.3	1.2
Executive Board (per capita) ⁶	-	0.9	n/a	n/a	n/a	n/a
Remaining employees (per capita) ⁶	-	2.2	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent

² Headcount including apprentices/interns, including hourly wage earners

³ Formula: [Number of departures / (sum of the 12 month-end figures / 12) * 100]; due to the change in the formula used for 2025, the previous year's figures are not specified due to lack of comparability

⁴ Adjusted = without natural departures, e.g. retirement, termination by employer, death, etc. (i.e., only termination by the employee)

⁵ Including self-study sustainability training 1 and 2 in 2022. However, otherwise without WBT or further self-study

⁶ Disclosure has been reported since 2025

Employer responsibility and diversity

[GRI 2-7, GRI 2-8, GRI 2-30, GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-3, GRI 405-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Cost of training in CHF millions (including apprentices)	24.0%	2.0	1.6	1.6	1.8	1.0
as % of staff costs	20.9%	1.6	1.3	1.3	1.6	0.9
per employee in Swiss francs	21.7%	2,178	1,789	1,873	2,162	1,272
Completed apprenticeships	7.1%	15	14	15	15	16
Federally recognized qualification	-90.7%	5	54	41	36	33
Employees preparing for a federally recognized qualification	-92.2%	5	64	75	60	49
In-house trainers	-10.3%	26	29	36	33	27
Percentage of employees receiving regular performance and career development reviews [GRI 404-3]						
Proportion of employees in the reporting period receiving regular performance and career development reviews (in percent) ²	0.0%	100	100	100	100	100
Employee survey on "Satisfaction" and "Commitment" [own disclosure]						
Employee satisfaction and commitment on a scale from 1 to 5, where 5 means "completely satisfied" (in points) ³	-	-	4.4	-	-	4.2
Number of absence days (due to illness or accident) [own disclosure]						
Number of absence days (due to illness or accident)	15.9%	5,637	4,863	4,462	4,441	3,443
Absence rate (in percent) ⁴	14.3%	2.3	2.0	2.0	2.0	1.6
Average number of absence days per employee (due to illness and accident)	14.5%	7.2	6.3	6.0	6.1	4.8
Number of workplace accidents ⁵	-	6	n/a	n/a	n/a	n/a
Number of fatal workplace accidents ⁵	-	0	n/a	n/a	n/a	n/a
Proportion of counseling cases due to conflicts/stressful situations in the workplace⁶ [own disclosure]						
Total number of counseling cases	-	25	n/a	n/a	n/a	n/a
Number of counseling cases due to conflicts/stressful situations in the workplace	-	13	n/a	n/a	n/a	n/a
Number of counseling cases due to conflicts/stressful situations in the workplace (in percent) ⁷	-	1.4	n/a	n/a	n/a	n/a
Entry-level hiring rate⁸ [own disclosure]						
Total number of qualifications earned (apprentices, BEM interns, university interns, trainees)	-	20	n/a	n/a	n/a	n/a
Number of persons accepted after graduation (apprentices, BM internships, university trainees)	-	18	n/a	n/a	n/a	n/a
Entry-level hiring rate (in percent)	-	90.0	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent

² In principle, all permanent employees are reviewed on a regular basis as part of their performance and career reviews

³ Most recent survey in 2024

⁴ Calculated using the following formula: [(Number of absence days * 100) / number of possible working days per year (260 per person)]

⁵ This disclosure has been reported since 2025

⁶ Counseling cases at MOVIS; this disclosure has been reported since 2025

⁷ Calculated based on the average headcount in 2025 of 917 employees and 13 cases

⁸ This disclosure has been reported since 2025

Employer responsibility and diversity

[GRI 2-7, GRI 2-8, GRI 2-30, GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-3, GRI 405-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Parental leave [GRI 401-3]						
Total number of employees having taken parental leave, by gender	-	19	26	22	22	19
Men	-	8	7	12	9	9
Women	-	11	19	10	13	10
Total number of employees who returned to work after parental leave during the reporting period, by gender	-	24	26	22	21	17
Men	-	8	7	12	9	9
Women	-	16	19	10	12	8
Total number of employees who returned to work following parental leave and were still employed 12 months following their return, by gender	-	n.s.	25	21	17	25
Men	-	n.s.	7	11	9	9
Women	-	n.s.	18	10	11	8
Return to work rate (in percent)	26.3%	126.3	100.0	100.0	95.5	89.5
Men	0.0%	100.0	100.0	100.0	100.0	100.0
Women	45.5%	145.5	100.0	100.0	92.3	80.0
Retention rate of employees who have taken parental leave (in percent)	0.7%	96.2	95.5	81.0	147.1	108.0
Men	9.1%	100.0	91.7	100.0	100.0	100.0
Women	-5.3%	94.7	100.0	91.7	100.0	100.0
Diversity of governance bodies and employees [GRI 405-1]						
Total number of persons on the Board of Directors, by gender	0.0%	9	9	9	9	9
Men	0.0%	7	7	6	6	7
Women	0.0%	2	2	3	3	2
Percentage of persons on the Board of Directors, by gender						
Men	0.0%	77.8	77.8	66.7	66.7	77.8
Women	0.0%	22.2	22.2	33.3	33.3	22.2
Total number of persons on the EB, by gender	0.0%	6	6	6	6	6
Men	0.0%	6	6	6	6	6
Women	0.0%	0	0	0	0	0
Percentage of persons on the EB, by gender						
Men	0.0%	100.0	100.0	100.0	100.0	100.0
Women	0.0%	0.0	0.0	0.0	0.0	0.0
Total number of employees in management positions, by gender (including EB)	2.8%	146	142	139	134	131
Men	0.0%	115	115	114	110	112
Women	14.8%	31	27	25	24	19

¹ Change in 2025 relative to the previous year (2024) in percent

Employer responsibility and diversity

[GRI 2-7, GRI 2-8, GRI 2-30, GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-3, GRI 405-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Percentage of employees in management positions, by gender (including EB)						
Men	-2.7%	78.8	81.0	82.0	82.1	85.5
Women	11.7%	21.2	19.0	18.0	17.9	14.5
Total number of staff in management positions, by age group (including EB)						
< 30 years	0.0%	3	3	3	4	7
30-50 years	8.4%	90	83	79	74	69
> 50 years	-5.4%	53	56	57	56	55
Percentage of employees in management positions, by age (including EB)						
< 30 years	-2.7%	2.1	2.1	2.2	3.0	5.3
30-50 years	5.5%	61.6	58.5	56.8	55.2	52.7
> 50 years	-8.0%	36.3	39.4	41.0	41.8	42.0
Total number of other employees, by gender ²						
Men	1.3%	387	382	352	343	334
Women	1.0%	395	391	374	358	344
Percentage of other employees, by gender						
Men	0.1%	49.5	49.4	48.5	48.9	49.3
Women	-0.1%	50.5	50.6	51.5	51.1	50.7
Total number of other employees, by age group						
< 30 years	3.0%	204	198	187	182	191
30-50 years	2.3%	352	344	332	322	295
> 50 years	-2.2%	226	231	207	197	192
Percentage of other employees, by age group						
< 30 years	1.8%	26.1	25.6	25.8	26.0	28.2
30-50 years	1.1%	45.0	44.5	45.7	45.9	43.5
> 50 years	-3.3%	28.9	29.9	28.5	28.1	28.3
Total number of employees at FL5, by gender						
Men	0.4%	265	264	233	226	221
Women	10.5%	126	114	103	91	70
Percentage of staff at FL5, by gender ³						
Men	-3.0%	67.8	69.8	69.3	71.3	75.9
Women	6.9%	32.2	30.2	30.7	28.7	24.1
Proportion of returnees after parental leave at the same function(al level) [own disclosure]						
Men	-	8	7	12	9	9
Women	-	14	19	9	12	7
Proportion of men (in percent)	0.0%	100.0	100.0	100.0	100.0	100.0
Proportion of women (in percent)	-12.5%	87.5	100.0	90.0	100.0	87.5
Total (in percent)	-8.3%	91.7	100.0	95.5	100.0	94.1

¹ Change in 2025 relative to the previous year (2024) in percent

² All employees, including hourly wage earners and apprentices/interns

³ Additional information: employees at functional level 5 are part of the employees without a management position (rest)

Employer responsibility and diversity

[GRI 2-7, GRI 2-8, GRI 2-30, GRI 401-1, GRI 401-3, GRI 404-1, GRI 404-3, GRI 405-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Proportion of part-time employees in management positions [own disclosure]						
Number of part-time employees (excluding apprentices/interns) < 100 percent degree of employment	5.1%	373	355	331	319	284
Number of women employed part-time < 100 percent degree of employment ²	5.0%	271	258	243	235	208
EB	0.0%	0	0	0	0	0
Management position	0.0%	12	12	10	10	6
Rest	5.3%	259	246	233	225	202
Number of men employed part-time < 100 percent degree of employment ²	5.2%	102	97	88	84	76
EB	0.0%	0	0	0	0	0
Management position	17.6%	20	17	19	14	11
Rest	2.5%	82	80	69	70	65
Proportion of women employed part-time < 100 percent degree of employment ²						
EB (in percent)	-	-	-	-	-	-
Management position (in percent)	-4.8%	4.4	4.7	4.1	4.3	2.9
Proportion of men in part-time employment ²						
EB (in percent)	-	-	-	-	-	-
Management position (in percent)	11.9%	19.6	17.5	21.6	16.7	14.5
Proportion of all employees in management positions, part-time < 100 percent degree of employment (in percent)	7.3%	21.9	20.4	20.9	17.9	13.0
Proportion of women in management positions, part-time < 100 percent degree of employment (in percent)	-12.9%	38.7	44.4	40.0	41.7	31.6
Proportion of men in management positions, part-time < 100 percent degree of employment (in percent)	17.6%	17.4	14.8	16.7	12.7	9.8
Proportion of management positions that can be filled by internal candidates³ [self-disclosure]						
Total number of leadership team positions at year-end	-	52	n/a	n/a	n/a	n/a
Number of internally filled positions in the leadership team	-	23	n/a	n/a	n/a	n/a
Proportion of positions in the leadership team filled by internal candidates (in percent)	-	44.2	n/a	n/a	n/a	n/a
Total number of positions at management levels 3 and 4 at year-end	-	94	n/a	n/a	n/a	n/a
Number of internally filled positions at management levels 3 and 4	-	58	n/a	n/a	n/a	n/a
Proportion of positions at management levels 3 and 4 filled by internal candidates (in percent)	-	61.7	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent

² Functional level 5 comprises experts. It is thus the highest level of a career as a specialist

³ This disclosure has been reported since 2025

Corporate governance (business ethics)

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Number of training days in "Compliance" [own disclosure]						
Total number of training days (education days)	5.7%	1,961	1,856	2,713	2,144	959
Number of training days in Compliance	-66.6%	193	578	160	288	114
Proportion of training days in Compliance (in percent)	-68.9%	9.8	31.6	5.9	13.4	11.9

¹ Change in 2025 relative to the previous year (2024) in percent

Information security, cyber security and data protection

[Own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Reportable cyber attacks [own disclosure]						
Reportable cyber attacks ²	0.0%	0	0	0	n/a	n/a
Reportable data losses [own disclosure]						
Reportable data losses ³	0.0%	0	0	0	n/a	n/a
Data protection incidents that have occurred² [own disclosure]						
Data protection incidents that have occurred	180.0%	14	5	2	n/a	n/a
of which data breaches discovered internally	180.0%	14	5	0	n/a	n/a
of which data breaches at contractual partners/processors	0.0%	0	0	2	n/a	n/a
Requests submitted regarding the rights of data subjects [own disclosure]						
Requests submitted regarding the rights of data subjects ²	16.7%	7	6	3	n/a	n/a
Complaints submitted regarding data breaches² [own disclosure]						
Complaints submitted regarding data protection breaches	0.0%	0	0	1	n/a	n/a
of which proven data breach cases	0.0%	0	0	0	n/a	n/a
of which dismissed data breach cases	0.0%	0	0	1	n/a	n/a
Training on information security, cyber security and data protection³ [own disclosure]						
Number of employees trained in information security, cyber security and data protection	-	821	n/a	n/a	n/a	n/a
Proportion of employees trained in information security, cyber security and data protection (in percent)	-	88.5	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent² This information has been reported since 2023³ This information has been reported since 2025

Procurement

[GRI 204-1]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Proportion of spending on local suppliers [GRI 204-1]						
Proportion of the procurement budget spent on suppliers in Switzerland (in percent)	-0.7%	97.0	97.7	98.4	98.6	98.0
Proportion of the procurement budget spent on suppliers in Thurgau (in percent)	-2.1%	31.0	31.7	21.9	20.4	20.0
Proportion of the procurement budget spent on suppliers in the rest of Switzerland (in percent)	0.0%	66.0	66.0	76.5	78.2	78.0

¹ Change in 2025 relative to the previous year (2024) in percent

Commitment to the region

[GRI 201-1, own disclosure]

Disclosure	Change ¹	2025	2024	2023	2022	2021
Direct economic value generated and distributed [GRI 201-1]						
Sponsorship commitment (in CHF thousands)	-7.5%	1,604	1,734	1,566	1,416	1,109
TKB Anniversary Foundation (in CHF thousands) ²	90.6%	1,405	737	400	400	500
Proportion of contracts for key sponsorship commitments that include sustainability criteria [own disclosure]						
Total number of contracts for sponsorship commitments	1.4%	70	69	70	68	67
Number of contracts for sponsorship commitments that include sustainability criteria	1.4%	70	69	68	65	62
Proportion of contracts for key sponsorship commitments that include sustainability criteria (in percent)	0.0%	100.0	100.0	97.1	95.6	92.5
Number of community service missions by employees [own disclosure]						
Number of community service missions by employees	2.6%	158	154	185	85	130
Monetary value of employee volunteering [own disclosure]						
Monetary value of employee volunteering (in CHF thousands) ³	-	65	n/a	n/a	n/a	n/a

¹ Change in 2025 relative to the previous year (2024) in percent² Year-over-year change, partly due to contribution to large-scale project of more than CHF 250,000³ This information has been reported since 2025. Calculation: Average hourly rate of all individuals who engaged in community service missions in 2025 (incl. employee share of social costs) * hours worked (one working day corresponds to 8.4 hours)

Carbon footprint assurance statement



Assurance Statement: CO₂ Footprint Thurgauer Kantonalbank 2024/2025 (Summary)

SCOPE

Swiss Climate was commissioned by Thurgauer Kantonalbank AG to provide assurance on its 2024/2025 (01.07.2024 – 30.06.2025) carbon footprint data. Swiss Climate undertook the assurance in accordance with AA1000AS v3 Type 2 moderate-level assurance.

Swiss Climate analysed:

- Standards used for carbon footprint calculation and the accuracy of activity data;
- Carbon footprint calculation methodology, including operational and organisational boundaries, data quality, conversion factors used and calculations, with an emphasis on the plausibility of the information; and
- Responsibilities, processes and systems used to gather and consolidate carbon footprint data.

CARBON FOOTPRINT

Swiss Climate has verified the following greenhouse gas emissions for the year 2024/2025:

	t CO ₂ e
Scope 1 - Direct emissions	301
1.1 Heating (natural gas, heating oil)	301
1.2 Business travel	1
1.3 Leakage cooling agents	-
Scope 2 - Indirect emissions	404
2.1 Electricity	404
2.2 District heating	0*
Scope 3 - Up- and downstream indirect emissions	10'092
3.1 Purchased goods and services	6'261
3.2 Capital goods	2'574
3.3 Fuel and energy related activities	135
3.4 Upstream transportation and distribution	3
3.5 Waste	68
3.6 Business travel	40
3.7 Employee commuting	899
3.8 Leased assets	31
3.13 Leased assets	84
Total	10'798

* below 0.5 t CO₂e

OPINION

Swiss Climate did not find evidence to insinuate that the processes and systems in place to collect the data and to calculate the carbon footprint are such that the company's carbon management performance would be erroneously described, nor that the carbon footprint would not follow the leading international standards such as ISO 14064-1 and the Greenhouse Gas Protocol, and therefore not fulfil the criteria of relevance, completeness, consistency, transparency and accuracy.

SIGNED FOR AND ON BEHALF OF SWISS CLIMATE

Leading Auditor:

Franziska Kastner, Swiss Climate AG

Bern, 04th September 2025

Second Auditor/Review:

Annika Schmidt, Swiss Climate AG

About this report

Content of the report

Thurgauer Kantonalbank (TKB) reports on its sustainability-related activities in this report. The GRI Sustainability Report provides a transparent and comprehensive account of how the bank takes relevant sustainability issues into account in its business thinking and actions and the progress it has made. The report covers TKB with its 29 branches. Participations are not covered in the report because they do not involve controlling interests.

Reporting period

This GRI Sustainability Report covers the 2025 financial year and was published on 11 March 2026. TKB reports annually on its sustainability activities. The last report was published in March 2025 for the 2024 financial year. An English translation of the report will be published in the second quarter of 2026. In the event of questions of interpretation between versions of this report in different languages, the German version shall prevail.

Approval of the report

The Board of Directors has approved the report.

Alignment with the GRI Standards

The report was prepared in accordance with the GRI Standards 2021.

External advice

LRQA, an external consulting firm, worked with TKB to produce the GRI Sustainability Report in compliance with the GRI Standards. This consulting firm specializes in the management of sustainability topics, including for the purpose of producing sustainability reports in compliance with the GRI Standards.

Data audit

The information published in the Sustainability Report was compiled and reviewed with care. Swiss Climate carried out a formal audit of the carbon footprint (see pg. 73). The other information did not undergo a formal audit.

Contact for questions

The media office (medien@tkb.ch) and sustainability manager Petra Roth (nachhaltigkeit@tkb.ch) are available to answer questions on the GRI Sustainability Report and/or TKB's commitment to sustainability.

