

# *Annex*

## *Performance indicators*

## Strategic thrust

### Committed to customers

#### Sustainable products and services

[self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Share of products and services (assets under management) with ESG criteria</b> [self-disclosure]						
Volume of total products / services (assets under management) <sup>2</sup> (in million francs)	12.9%	10,264	9,095	10,420	9,310	8,626
Number of ESG products/services <sup>3</sup>	4.6%	40,193	38,434	34,638	25,551	-
Volume of ESG products/services <sup>4</sup> (in million francs)	8.6%	2,451	2,256	2,478	1,820	-
Share of ESG products/services relative to total volume (in percent)	-3.7%	23.9	24.8	23.8	19.5	-
<b>Monetary value of products and services (assets under management) developed for a specific environmental benefit</b> [self-disclosure]						
Total mortgage volume (in million francs)	4.4%	20,000	19,154	21,740	20,575	19,662
Total volume of energy mortgages (in million francs)	46.4%	60	41	44	42	41
Share of volume comprised of energy mortgages (in percent)	40.2%	0.3	0.2	0.2	0.2	0.2
<b>Number of advisory sessions carried out by energy advice centers</b> [self-disclosure]						
Advisory sessions provided by energy advice centers (energy efficiency real estate advisory services) <sup>5</sup>	82.8%	53	29	30	10	48
Number of advisory sessions provided by energy advice centers (rooftop energy) <sup>6</sup>	-	22	-	-	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Total investment volume (assets under management) (AuM, custody account, pension provision)

<sup>3</sup> Conversion to ESG Plus approach; number of custody accounts (AuM basis, private mandates, pension funds)

<sup>4</sup> Conversion to ESG Plus approach; AuM basis, private mandates, pension funds

<sup>5</sup> Energy advisory services have been provided in cooperation with the energy advice centers of the Canton of Thurgau since 2018

<sup>6</sup> Advisory services offered since 2023

## Sustainable finance (ESG integration)

[self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Proportion of assets audited, for environmental or social aspects with a positive or negative result</b> [self-disclosure]						
Value of entire assets under management at the end of the reporting period (in million francs)	0.5%	1,987	1,977	1,705	1,629	1,293
Value of entire assets subject to positive environmental and/or social screening <sup>2</sup> (in million francs)	0.5%	1,987	1,977	1,705	1,629	1,288
Value of entire assets subject to negative environmental and/or social screening <sup>2</sup> (in million francs)	0.0%	0.0	0.0	0.0	0.0	5
Value of entire assets subject to positive and negative environmental and/or social screening <sup>2</sup> combined (in million francs)	0.0%	0.0	0.0	0.0	0.0	0.0
Proportion of assets that has undergone a positive environmental or social audit relative to total assets (in percent)	0.0%	100.0	100.0	100.0	100.0	99.6
Proportion of assets that has undergone a negative environmental or social audit relative to total assets (in percent)	0.0%	0.0	0.0	0.0	0.0	0.4
Proportion of assets that has undergone a combined negative and positive environmental or social audit combined relative to total assets (in percent)	0.0%	0.0	0.0	0.0	0.0	0.0
<b>Percentage of financial investments linked to ESG criteria</b> [self-disclosure]						
Share of total financial investments	2.5%	166	162	132	135	123
Number of financial investments linked to ESG criteria <sup>3</sup>	2.5%	166	162	132	135	122
Proportion of financial investments linked to ESG criteria (in percent)	0.0%	100.0	100.0	100.0	100.0	99.2
<b>CO<sub>2</sub> emissions (Scope 1–2) per invested CHF million of the financial investment portfolio</b> [self-disclosure]						
CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent (CO <sub>2</sub> e) per million francs invested in the entire portfolio <sup>4</sup>	–9.6%	95.6	105.7	168.0	167.4	173.4

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> The self-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 securities

<sup>3</sup> The basis for this evaluation of the "ESG criteria link" is the sustainability approach applied by TKB to the bank's proprietary financial investments since spring 2023 (see "Sustainable finance")

<sup>4</sup> Basis: MSCI ESG tool (please note: there was no emission data available for 44.8% of the securities or 24.5% of the portfolio's market value for the 2023 financial investment portfolio. Moreover, in the 2023 portfolio, 24.8% of emission data displayed relative to the number of securities and 57.8% relative to the portfolio's market value is based on MSCI estimates; emission data were effectively or fully reported for 30.3% of the number of securities or 17.7% of the portfolio's market value)

## Strategic thrust

### Responsible towards employees

#### Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Employees</b> [GRI 2-7]						
Total headcount, in FTEs <sup>2</sup>	3.9%	755.3	726.8	711.6	704.4	684.7
Total headcount (FTEs) in accordance with AR standard (50% apprentices, excluding hourly wage earners), in FTEs <sup>3</sup>	4.3%	731	701	684	679	658
Number of full-time positions offered <sup>4</sup> (FTEs) excluding apprentices/interns	2.6%	710	692	674	663	632
<b>Employees</b>						
– Total employees (all including apprentices/interns and hourly wage earners)	3.6%	865	835	809	799	777
– of which functional level 7 (EB) <sup>5</sup>	0.0%	6	6	6	6	-
– of which management positions (all supervisors as per staffing plan; excluding EB) <sup>5</sup>	3.9%	133	128	125	126	-
– of which without management position (rest) <sup>5</sup>	3.6%	726	701	678	667	-
– of which functional level 5 <sup>5,6</sup>	6.0%	336	317	291	272	-
– of which apprentices	-4.4%	43	45	47	48	48
– of which interns	-25.0%	3	4	4	1	2
– of which hourly wage earners	0.0%	9	9	9	8	7
Total number of employees by employment contract <sup>7</sup> (temporary/unlimited)	3.6%	856	826	800	791	770
<b>Unlimited employment contract</b>						
– Men	3.9%	430	414	407	402	316
– Women	3.7%	363	350	329	326	389
– Other	-	-	-	-	-	-
<b>Temporary employment contract<sup>8</sup> (including apprentices and interns)</b>						
– Men	-8.3%	33	36	36	36	36
– Women	15.4%	30	26	28	27	29
– Other	-	-	-	-	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Total staff including hourly wage earners, apprentices/interns calculated 100% / reference date as at 31 December 2023

<sup>3</sup> Excluding hourly wage earners (due to AR standard), including apprentices and interns (calculated at 50%)

<sup>4</sup> Target number, excluding apprentices/interns and temporary staff

<sup>5</sup> Start of data capture due to change to functional level model in 2020

<sup>6</sup> Additional information: employees at functional level 5 are part of the employees without a management position (rest). Functional level 5 comprises experts. It is thus the highest level of a career as a specialist.

<sup>7</sup> Headcount including apprentices/interns, but excluding hourly wage earners, as they are listed separately

<sup>8</sup> Apprentices/interns count as temporary employment contracts, not unlimited

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
Hourly wage earners	0.0%	9	9	9	8	7
– Men	0.0%	3	3	3	2	1
– Women	0.0%	6	6	6	6	6
– Other	-	-	-	-	-	-
Total number of employees by degree of employment <sup>2</sup> (full-time and part-time)	4.2%	819	786	758	750	727
Full-time (excluding apprentices/interns)	4.5%	488	467	474	476	461
– Men	2.9%	350	340	343	350	338
– Women	8.7%	138	127	131	126	123
– Other	-	-	-	-	-	-
Proportion of full-time employees, by gender (in percent)						
– Men	-1.5%	71.7	72.8	72.4	73.5	73.3
– Women	4.0%	28.3	27.2	27.6	26.5	26.7
– Other	-	-	-	-	-	-
Part-time <sup>2</sup> (excluding apprentices/interns, including hourly wage earners)	3.8%	331	319	284	274	266
– Men	4.8%	88	84	76	63	59
– Women	3.4%	243	235	208	211	207
– Other	-	-	-	-	-	-
Proportion of part-time employees, by gender (in percent)						
– Men	1.0%	26.6	26.3	26.8	23.0	22.2
– Women	-0.3%	73.4	73.7	73.2	77.0	77.8
– Other						

### Workers who are not employees [GRI 2-8]

Total number of workers not employed but controlled <sup>3</sup>	-11.1%	8	9	n.s.	n.s.	n.s.
Ratio of workers not employed but controlled compared with the total number of employees (in percent)	-14.2%	0.9	1.1	n.s.	n.s.	n.s.

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Headcount, excluding apprentices/interns

<sup>3</sup> These are people employed with a third-party company, but who have worked exclusively for TKB at a higher number of hours for an extended period (e.g., at reception). Their number is recorded per person and at the end of the reporting period (reference date). This key indicator has been surveyed since 2022.

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>New employee hires and employee turnover</b> [GRI 401-1]						
Number of persons <sup>2</sup> (headcount) as above in GRI 2-7	-	865	835	809	799	777
– of which < 30 years <sup>3</sup>	-	190	186	198	190	185
– of which 30–50 years <sup>3</sup>	-	411	396	364	361	353
– of which > 50 years <sup>3</sup>	-	264	253	247	248	239
– of which men <sup>3</sup>	-	466	453	446	440	426
– of which women <sup>3</sup>	-	399	382	363	359	351
– of which other <sup>3</sup>	-	-	-	-	-	-
Total number of employees hired during the reporting period, broken down by age group <sup>2</sup>	-21.9%	89	114	88	87	79
– < 30 years	-16.0%	42	50	52	54	51
– 30–50 years	-36.4%	35	55	30	29	19
– > 50 years	33.3%	12	9	6	4	9
Proportion of new employees, by age group (in percent)						
– < 30 years	7.6%	47.2	43.9	59.1	62.1	64.6
– 30–50 years	-18.5%	39.3	48.2	34.1	33.3	24.1
– > 50 years	70.8%	13.5	7.9	6.8	4.6	11.4
Total number of employees hired during the reporting period, broken down by gender <sup>2</sup>	-21.9%	89	114	88	87	79
– Men	-28.3%	43	60	46	49	44
– Women	-14.8%	46	54	42	38	35
– Other	-	-	-	-	-	-
Proportion of new employees, by gender (in percent)						
– Men	-8.2%	48.3	52.6	52.3	56.3	55.7
– Women	9.1%	51.7	47.4	47.7	43.7	44.3
– Other	-	-	-	-	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Headcount including apprentices/interns, including hourly wage earners

<sup>3</sup> Information for calculating turnover

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
Total number of employees who left the company during the reporting period, by age group <sup>2</sup>	-16%	68	81	86	64	70
– < 30 years	-29.4%	24	34	34	33	38
– 30–50 years	-15.4%	22	26	24	15	19
– > 50 years	4.8%	22	21	28	16	13
Employee turnover by age group <sup>3</sup> (unadjusted turnover, in percent)						
– < 30 years	-26.9%	10.5	14.4	13.6	13.5	16.1
– 30–50 years	-11.5%	5.1	5.8	6.1	3.8	5.1
– > 50 years	3.6%	8.3	8.0	11.1	6.3	5.2
Total number of employees who left the company during the reporting period, by gender	-5.8%	68	81	86	64	70
– Men	-32.7%	33	49	45	35	44
– Women	9.4%	35	32	41	29	26
– Other	-	-	-	-	-	-
Employee turnover by gender <sup>3</sup> (unadjusted turnover, in percent)						
– Men	-30.3%	6.7	9.6	9.1	7.2	9.4
– Women	11.4%	8.2	7.3	10.1	7.3	6.7
– Other	-	-	-	-	-	-
Employee turnover <sup>3</sup> (unadjusted turnover, in percent)						
– total	-13.8%	7.4	8.5	9.6	7.2	8.2
Employee turnover <sup>3</sup> (adjusted turnover, in percent)						
– total <sup>4</sup>	-24.3%	5.6	7.4	5.6	4.7	5.7

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Headcount including apprentices/interns, including hourly wage earners

<sup>3</sup> Calculated using the Schlüter formula: [Number of departures / (initial headcount + new hires)] × 100

<sup>4</sup> adjusted = without natural departures, e.g. retirement, termination by employer, death, etc. (i.e., only termination by the employee)

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Average hours of training per year per employee</b> [GRI 404-1]						
Training days <sup>2</sup>	26.5%	2,713	2,144	959	911	1,324
Training days per employee	21.9%	3.2	2.6	1.2	1.1	1.7
– Men	17.4%	3.3	2.8	1.2	1.2	2.0
– Women	29.1%	3.0	2.3	1.2	1.0	1.4
– Other	-	-	-	-	-	-
Cost of training in CHF million (including apprentices)	-10.4%	1.6	1.8	1.0	1.3	1.4
– as % of staff costs	-16.0%	1.3	1.6	0.9	1.2	1.4
– per employee in CHF	-13.4%	1,873	2,162	1,272	1,669	1,849
Completed apprenticeships	0.0%	15	15	16	17	17
Federally recognized qualification	13.9%	41	36	33	19	27
Employees preparing for a federally recognized qualification	25.0%	75	60	49	44	48
In-house trainers	9.1%	36	33	27	19	27
<b>Employee survey on “Satisfaction” and “Commitment”</b> [self-disclosure]						
Employee satisfaction & commitment on a scale from 1 to 5, where 5 means “completely satisfied” (in points)	-4.5%	-	-	4.2	-	-
Organizational energy	-4.0%	-	-	48	-	-
<b>Number of absence days (due to illness and accident)</b> [self-disclosure]						
Number of absence days (due to illness and accident)	0.5%	4,462	4,441	3,443	3,645	4,045
Average number of absence days per employee (due to illness and accident)	-2.1%	6.0	6.1	4.8	5.2	5.9
Average number of absence days at cantonal banks (due to illness and accident)	-	n.s. <sup>3</sup>	n.s. <sup>3</sup>	5.9	5.4	6.1

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Including self-study sustainability training 1 and 2 in 2022. However, otherwise without web-based training or further self-study

<sup>3</sup> The key indicator can only be disclosed in the subsequent year. The average absence at the other cantonal banks could not be determined for 2022 because the measurement methodology for the key indicator is currently being revised

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Parental leave</b> [GRI 401-3]						
Total number of employees entitled to parental leave, by gender <sup>3</sup>	-	22	22	19	27	29
– Men	-	12	9	9	15	18
– Women	-	10	13	10	12	11
– Other	-	-	-	-	-	-
Total number of employees that took parental leave, by gender <sup>3</sup>	-	22	22	19	27	29
– Men	-	12	9	9	15	18
– Women	-	10	13	10	12	11
– Other	-	-	-	-	-	-
Total number of employees who returned to work after parental leave during the reporting period, by gender <sup>3</sup>	-	22	21	17	25	28
– Men	-	12	9	9	15	18
– Women	-	10	12	8	10	10
– Other	-	-	-	-	-	-
Total number of employees who returned to work following parental leave and were still employed 12 months following their return, by gender <sup>3</sup>	-	n.s. <sup>2</sup>	20	17	25	27
– Men	-	n.s. <sup>2</sup>	9	9	15	17
– Women	-	n.s. <sup>2</sup>	11	8	10	10
– Other	-	-	-	-	-	-
Return to work rate (in percent)	4.8%	100.0	95.5	89.5	92.6	96.6
– Men	0.0%	100.0	100.0	100.0	100.0	100.0
– Women	8.3%	100.0	92.3	80.0	83.3	90.9
– Other	-	-	-	-	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> The key indicator for 2023 will only be available 12 months following the end of the reporting year, i.e., at the end of 2024

<sup>3</sup> These disclosures do not show the change from the previous year since this is not a meaningful key indicator

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
Retention rate of employees having taken parental leave (in percent) <sup>2</sup>	-4.8%	n.s.	95.2	100.0	100.0	96.4
– Men	0.0%	n.s.	100.0	100.0	100.0	94.4
– Women	-8.3%	n.s.	91.7	100.0	100.0	100.0
– Other	-	-	-	-	-	-

### 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%	6	6	7	7	7
– Women	0.0%	3	3	2	2	2
– Other	-	-	-	-	-	-
Percentage of persons on the Board of Directors, by gender						
– Men	0.0%	66.7	66.7	77.8	77.8	77.8
– Women	0.0%	33.3	33.3	22.2	22.2	22.2
– Other	-	-	-	-	-	-
Total number of persons on the EB, by gender	0.0%	6	6	6	6	5
– Men	0.0%	6	6	6	6	5
– Women	0.0%	0	0	0	0	0
– Other	-	-	-	-	-	-
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
– Other	-	-	-	-	-	-
Total number of staff in management positions, by gender (including EB) <sup>3</sup>	3.7%	139	134	131	132	-
– Men	3.6%	114	110	112	117	-
– Women	4.2%	25	24	19	15	-
– Other	-	-	-	-	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Ratio refers to the "Total number of employees who returned to work after parental leave during the reporting period". This reference was corrected for the entire time series (previously: reference to "Retention rate of employees that took parental leave"). The ratio is therefore higher than in the previous year's report

<sup>3</sup> Start of data collection due to change to functional level model in 2020

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
Percentage of employees in management positions, by gender (including EB) <sup>2</sup>						
– Men	-0.1%	82.0	82.1	85.5	88.6	-
– Women	0.4%	18.0	17.9	14.5	11.4	-
– Other	-	-	-	-	-	-
Total number of staff in management positions, by age group (including EB) <sup>2</sup>	3.7%	139	134	131	132	-
– < 30 years	-25.0%	3	4	7	6	-
– 30–50 years	6.8%	79	74	69	73	-
– > 50 years	1.8%	57	56	55	53	-
Percentage of staff in management positions, by age group <sup>2</sup>						
– < 30 years	-27.7%	2.2	3.0	5.3	4.5	-
– 30–50 years	2.9%	56.8	55.2	52.7	55.3	-
– > 50 years	-1.9%	41.0	41.8	42.0	40.2	-
Total number of other employees, by gender <sup>2,3</sup>	3.6%	726	701	678	667	-
– Men	2.6%	352	343	334	323	-
– Women	4.5%	374	358	344	344	-
– Other	-	-	-	-	-	-
Percentage of other employees, by gender <sup>2</sup>						
– Men	-0.9%	48.5	48.9	49.3	48.4	-
– Women	0.9%	51.5	51.1	50.7	51.6	-
– Other	-	-	-	-	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Start of data capture due to change to functional level model in 2020

<sup>3</sup> All employees, including hourly wage earners and apprentices/interns

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
Total number of other employees, by age group <sup>2</sup>	3.6%	726	701	678	667	-
– < 30 years	2.7%	187	182	191	184	-
– 30–50 years	3.1%	332	322	295	288	-
– > 50 years	5.1%	207	197	192	195	-
Percentage of other employees, by age group <sup>2</sup>						
– < 30 years	-0.8%	25.8	26.0	28.2	27.6	-
– 30–50 years	-0.4%	45.7	45.9	43.5	43.2	-
– > 50 years	1.5%	28.5	28.1	28.3	29.2	-
Total number of employees at FL5, by gender <sup>3</sup>	6.0%	336	317	291	272	-
– Men	3.1%	233	226	221	210	-
– Women	13.2%	103	91	70	62	-
– Other	-	-	-	-	-	-
Percentage of staff at FL5, by gender <sup>2,3</sup>						
– Men	-2.7%	69.3	71.3	75.9	77.2	-
– Women	6.8%	30.7	28.7	24.1	22.8	-
– Other	-	-	-	-	-	-
Total number of employees at FL5, by age group <sup>3</sup>	6.0%	336	317	291	272	-
– < 30 years	11.1%	10	9	11	8	-
– 30–50 years	4.5%	210	201	187	175	-
– > 50 years	8.4%	116	107	93	89	-
Percentage of staff at FL5, by age group <sup>3</sup>						
– < 30 years	4.8%	3.0	2.8	3.8	2.9	-
– 30–50 years	-1.4%	62.5	63.4	64.3	64.3	-
– > 50 years	2.3%	34.5	33.8	32.0	32.7	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Start of data capture due to change to functional level model in 2020

<sup>3</sup> Additional information: employees at functional level 5 are part of the employees without a management position (rest). Functional level 5 comprises experts. It is thus the highest level of a career as a specialist

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Degree of employment after parenthood</b> [self-disclosure]						
Degree of employment of employees who returned to work after parenthood, broken down by gender						
Women	-16.7%	10	12	8	10	10
– > 80%	-100.0%	0	1	0	1	4
Proportion of women returnees > 80% (in percent)	-100.0%	0.0	8.3	0.0	10.0	40.0
– 61–80%	-50.0%	1	2	2	1	0
Proportion of women returnees 61–80% (in percent)	-40.0%	10.0	16.7	25.0	10.0	0.0
– 50–60%	0.0%	7	7	2	8	3
Proportion of women returnees 50–60% (in percent)	20.0%	70.0	58.3	25.0	80.0	30.0
– < 50%	0.0%	2	2	4	0	3
Proportion of women returnees < 50% (in percent)	20.0%	20.0	16.7	50.0	0.0	30.0
Men	33.3%	12	9	9	15	18
– > 80%	14.3%	8	7	7	15	18
Proportion of men returnees > 80% (in percent)	-14.3%	66.7	77.8	77.8	100.0	100.0
– 61–80%	100.0%	4	2	2	0	0
Proportion of men returnees 61–80% (in percent)	50.0%	33.3	22.2	22.2	0.0	0.0
– 50–60%	0.0%	0	0	0	0	0
Proportion of men returnees in 50–60% (in percent)	0.0%	0.0	0.0	0.0	0.0	0.0
– < 50%	0.0%	0	0	0	0	0
Proportion of men returnees < 50% (in percent)	0.0%	0.0	0.0	0.0	0.0	0.0

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Proportion of returnees after parental leave at the same function(al level)<sup>2</sup> [self-disclosure]</b>						
– Men	33.3%	12	9	9	15	-
– Women	-25.0%	9	12	7	8	-
Proportion of men (in percent)	0.0%	100.0	100.0	100.0	100.0	-
Proportion of women (in percent)	-10.0%	90.0	100.0	87.5	80.0	-
Total (in percent)	-4.5%	95.5	100.0	94.1	92.0	-
<b>Proportion of part-time employees in management positions [self-disclosure]</b>						
Number of part-time employees (excluding apprentices/ interns) < 100 percent degree of employment	3.8%	331	319	284	274	266
Number of women employed part-time < 100 percent degree of employment <sup>2</sup>	3.4%	243	235	208	211	-
– EB	0.0%	0	0	0	0	-
– Management position	0.0%	10	10	6	4	-
– Rest	3.6%	233	225	202	207	-
– of which women at functional level 5 <sup>3</sup>	20.4%	59	49	33	29	-
Number of men employed part-time < 100 percent degree of employment <sup>2</sup>	4.8%	88	84	76	63	-
– EB	0.0%	0	0	0	0	-
– Management position	35.7%	19	14	11	10	-
– Rest	-1.4%	69	70	65	53	-
– of which men at functional level 5 <sup>3</sup>	11.1%	40	36	33	29	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Start of data capture due to change to functional level model in 2020

<sup>3</sup> Functional level 5 comprises experts. It is thus the highest level of a career as a specialist

## Responsible towards employees

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

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
Proportion of women employed part-time < 100 percent degree of employment <sup>2</sup>						
– EB (in percent)	-	-	-	-	-	-
– Management position (in percent)	-3.3%	4.1	4.3	2.9	1.9	-
– Functional level 5 <sup>3</sup> (in percent)	16.4%	24.3	20.9	15.9	13.7	-
Proportion of men in part-time employment <sup>2</sup>						
– EB (in percent)	-	-	-	-	-	-
– Management position (in percent)	29.5%	21.6	16.7	14.5	15.9	-
– Functional level 5 <sup>3</sup> (in percent)	6.1%	45.5	42.9	43.4	46.0	-
Proportion of all employees in management positions, part-time < 100 percent degree of employment <sup>2</sup> (in percent)	16.5%	20.9	17.9	13.0	10.6	-
Proportion of women in management positions, part-time < 100 percent degree of employment <sup>2</sup> (in percent)	-4.0%	40.0	41.7	31.6	26.7	-
Proportion of men in management positions, part-time < 100 percent degree of employment <sup>2</sup> (in percent)	31.0%	16.7	12.7	9.8	8.5	-
Proportion of all employees at functional level 5, part-time < 100 percent degree of employment <sup>2,3</sup> (in percent)	9.9%	29.5	26.8	22.7	21.3	-
Proportion of women at functional level 5, part-time < 100 percent degree of employment <sup>2,3</sup> (in percent)	6.4%	57.3	53.8	47.1	46.8	-
Proportion of men at functional level 5, part-time < 100 percent degree of employment <sup>2,3</sup> (in percent)	7.8%	17.2	15.9	14.9	13.8	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Start of data capture due to change to functional level model in 2020

<sup>3</sup> Functional level 5 comprises experts. It is thus the highest level of a career as a specialist

## Strategic thrust

### Embedded in society and the region

#### Economic Performance

[GRI 201-1; self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Direct economic value generated and distributed (in CHF 1,000)</b> [GRI 201-1]						
Economic value generated						
Operating income	14.6%	426,890	372,611	366,114	341,676	341,056
Operating profit	21.3%	228,103	188,113	182,629	166,394	167,042
Net profit for the year	7.5%	158,950	147,848	145,552	139,082	135,087
Distributable profit	7.3%	161,589	150,574	148,291	141,855	138,031
Distributed economic value						
Material expenses	11.5%	65,733	58,931	58,518	56,602	56,710
– of which central sponsorships	10.6%	1,566	1,416	1,109	1,165	1,383
Commitment by the TKB Anniversary Foundation <sup>2</sup>	0.0%	400	400	500	600	400
Personnel expenses <sup>3</sup>	6.7%	120,380	112,818	110,289	107,747	105,218
Dividends to PC holders	6.5%	13,200	12,400	12,400	12,000	11,200
Dividends and taxes to the canton and municipalities	5.9%	74,879	70,726	70,415	67,130	69,849
– of which profit distribution to the canton	6.4%	51,260	48,200	48,200	46,600	42,583
– of which profit distribution to municipalities entitled to payment	0.0%	3,000	3,000	3,000	3,000	3,000
– of which interest on share capital	9.9%	1,540	1,401	1,401	1,401	2,217
– of which compensation for government guarantee	3.9%	8,246	7,936	7,565	7,115	6,758
– of which taxes	6.3%	10,833	10,190	10,249	9,014	15,291
Retained economic value						
Allocation to statutory reserves	8.7%	81,500	75,000	73,000	69,000	69,500
Allocation to reserves for general banking risks	89.7%	55,000	29,000	27,000	28,000	15,000

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Excluding commitment to fitness parks in 2020 as well as footgolf course in 2021

<sup>3</sup> Including voluntary allocation to the TKB pension fund of CHF 11.2 million

## Economic Performance

[GRI 201-1; self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Capital ratio</b> [self-disclosure]						
Required equity (in CHF million)	1.3%	1,848	1,825	1,587	1,513	1,543
Equity (in million francs)	5.4%	2,678	2,541	2,439	2,308	2,211
Capital ratio (eligible equity available as % of risk-weighted assets)	4.3%	19.3	18.5	18.4	18.3	18.6
<b>Return on Ø required equity</b> [self-disclosure]						
Return <sup>2</sup> (in percent)	19.0%	13.8	11.6	11.8	11.3	12.0
<b>Dividend payout ratio</b> [self-disclosure]						
Distribution ratio <sup>3</sup> (in percent)	-0.8%	40.8	41.2	41.8	42.3	40.6
– taxes to the canton (in percent)	-0.5%	39.0	39.2	39.8	40.2	38.4
– Tax to municipalities entitled to a share (in percent)	-6.8%	1.9	2.0	2.0	2.1	2.2

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Excluding anticyclical buffer

<sup>3</sup> Definition: Distribution ratio corresponds to dividend, interest on share capital and profit distribution to the canton as a proportion of distributable profit

## Procurement Practices

[GRI 204-1]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Proportion of spending on local suppliers</b> [GRI 204-1]						
Percentage of the procurement budget spent on suppliers in Switzerland (e.g., the percentage of products and services procured locally)	-2.2%	76.5	78.2	78.0	78.5	63.0
Percentage of the procurement budget spent on suppliers in Thurgau (e.g., the percentage of products and services procured locally)	7.4%	21.9	20.4	20.0	19.9	35.0

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

## Commitment to the region

[GRI 201-1; self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Direct economic value generated and distributed</b> [GRI 201-1]						
Sponsorship commitment (in thousand francs)	10.6%	1,566	1,416	1,109	1,165	1,383
TKB Anniversary Foundation <sup>2</sup> (in thousand francs)	0.0%	400	400	500	600	400
<b>Proportion of contracts with integrated sustainability criteria for sponsorships and events</b> <sup>3</sup> [self-disclosure]						
Total number of contracts for sponsorships and events	2.9%	70	68	67	62	58
Number of contracts with integrated sustainability criteria	4.6%	68	65	62	56	52
Proportion of contracts with integrated sustainability criteria (in percent)	1.6%	97.1	95.6	92.5	90.3	89.7
<b>Number of charitable acts by employees</b> <sup>4</sup> [self-disclosure]						
Number of charitable acts by employees	117.6%	185	85	130	-	-

<sup>1</sup> Change in 2023 relative to the previous year (2022) in percent

<sup>2</sup> Excluding commitment to fitness parks in 2020 as well as footgolf course in 2021

<sup>3</sup> This information has only been collected since 2019

<sup>4</sup> The first volunteer day was in 2021

## Strategic thrust

### Gentle on the environment

#### Gentle on the 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, self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Materials used by weight or volume</b> [GRI 301-1]						
Overall paper consumption (in kg)	-54.4%	76,640	85,100	83,602	109,098	115,566
<b>Recycled input materials used</b> [GRI 301-2]						
Proportion of recycled paper relative to total paper consumption <sup>2</sup> (in percent)	-	94	89	76	80	81
Paper consumption per employee (in kg/FTE)	-59.2%	102	117	117	153	169

<sup>1</sup> Change in 2023 relative to 2013 in percent

<sup>2</sup> Since this is a proportionate target, the percentage change compared with 2013 is not shown

## Gentle on the 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, self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Energy consumption within the organization</b> [GRI 302-1]						
Total energy consumption within TKB in megawatt hours (MWh)	-5.2%	5,087	5,417	5,311	5,465	5,364
– of which electricity	13.5%	3,734	3,857	3,315	3,417	3,289
– of which heating oil	-73.4%	210	268	777	775	791
– of which natural gas	-13.4%	1,048	1,184	1,150	1,207	1,210
– of which diesel	-97.8%	1	3	2	19	33
– of which gasoline	-100.0%	-	4	10	10	7
– of which hybrid gasoline	-	-	-	-	-	-
– of which plug-in gasoline	402.1%	3	2	1	0.3	1
– of which electric vehicles	5022.7%	11	8	6	3	0.2
– of which district heating	138.3%	80	92	51	34	34
<b>Energy consumption outside of the organization</b> [GRI 302-2]						
Total energy consumption outside of TKB in megawatt hours (MWh)	-28.0%	2,172	2,478	2,461	3,111	3,015
– of which energy consumption of external data centers	-19.6%	222	228	263	271	276
– of which energy consumption from business travel and commuting	-28.8%	1,950	2,251	2,198	2,841	2,739
<b>Energy intensity</b> [GRI 302-3]						
Energy intensity per energy reference area (heating energy, electricity) (MWh/m <sup>2</sup> )	-12.0%	0.16	0.17	0.17	0.19	0.18
Energy intensity per employee (MWh/FTE)	-21.5%	9.6	10.8	10.9	12.1	12.3
<b>Reduction of energy consumption (inside and outside the organization) relative to base year 2019/2020</b> [self-disclosure]						
Total energy consumption (inside/outside the organization) (MWh)	-13.4%	7,259	7,895	7,772	8,576	8,379

<sup>1</sup> Change in 2023 relative to 2019 in percent

## Gentle on the 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, self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Non-renewable primary energy</b> [self-disclosure]						
Total non-renewable primary energy in mega-joules per year (MJ/a)	-24.1%	36,888,840	41,825,514	42,307,110	54,560,424	48,603,886
– of which consumable supplies	-34.1%	3,028,631	3,574,680	3,824,409	4,607,562	4,593,136
– of which real estate	-33.4%	6,748,684	7,915,733	8,853,032	9,955,105	10,128,099
– of which water consumption	-10.0%	18	17	17	19	20
– of which employee mobility and business travel	-20.0%	27,111,508	30,335,084	29,629,652	39,997,738	33,882,631
<b>Direct (Scope 1) GHG emissions</b> <sup>2</sup> [GRI 305-1]						
Total direct GHG emissions in metric tons of CO <sub>2</sub> equivalent (t CO <sub>2</sub> e)	-31.1%	283	259	383	401	410
– of which heating oil	-78.2%	39	54	176	176	180
– of which natural gas	-16.5%	177	201	201	211	212
– of which refrigerant losses <sup>3</sup>	-	65	-	-	-	-
– of which diesel	-97.8%	0.3	1	1	9	15
– of which gasoline	-100.0%	-	2	4	5	3
– of which plug-in gasoline	401.5%	1	1	0.3	0.1	0.2
<b>Energy indirect (Scope 2) GHG emissions</b> [GRI 305-2]						
Total indirect GHG emissions (through district heating and electricity) in metric tons of CO <sub>2</sub> equivalent (t CO <sub>2</sub> e)	10.0%	742	760	682	702	675
– of which district heating	-	0	0	-	-	-
– of which electricity	9.4%	738	757	680	701	675
– of which electric vehicles	5036.1%	4	3	2	1	0.1
– of which plug-in gasoline	406.3%	0.2	0.1	0.0	0.0	0.0

<sup>1</sup> Change in 2023 relative to 2019 in percent

<sup>2</sup> In the past, emissions from Scope 3.8 (upstream leased assets) were mistakenly included in Scope 1. This double counting has been rectified, which is why the Scope 1 emissions are lower across the entire time series than in the previous year's report

<sup>3</sup> First inventoried in 2023

## Gentle on the 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, self-disclosure]

Disclosure	Change <sup>1</sup>	2023	2022	2021	2020	2019
<b>Other indirect (Scope 3) GHG emissions</b> [GRI 305-3]						
Total other indirect GHG emissions in metric tons of CO <sub>2</sub> equivalent (t CO <sub>2</sub> e) <sup>2</sup>	-27.4%	1,003	1,131	1,159	1,420	1,381
– of which external data centers	-	-	-	-	-	-
– of which business travel and commuter traffic	-26.9%	658	739	722	930	900
– of which paper <sup>3</sup>	-34.5%	194	231	250	299	297
– of which water	0.0%	1	1	1	1	1
<b>GHG emissions intensity</b> [GRI 305-4]						
Greenhouse gas emissions in metric tons of CO <sub>2</sub> equivalent per employee (t CO <sub>2</sub> e/FTE)	-25.5%	2.7	2.9	3.1	3.6	3.6
<b>Reduction of operational GHG emissions (Scope 1–3) from base year 2019/2020</b> [self-disclosure]						
Total operational GHG emissions (Scope 1–3, in t CO <sub>2</sub> e)	-17.8%	2,027	2,150	2,224	2,523	2,466
<b>Water consumption</b> [self-disclosure]						
Water consumption in cubic meters (m <sup>3</sup> )	-10.3%	6,538	6,327	6,164	6,860	7,288
Water consumption in cubic meters per employee (m <sup>3</sup> /FTE)	-18.7%	8.7	8.7	8.6	9.6	10.7

<sup>1</sup> Change in 2023 relative to 2019 in percent

<sup>2</sup> The emissions stated in the assurance statement are more comprehensive than the other indirect (Scope 3) GHG emissions disclosed here. This is in accordance with the GRI Standard, which does not require certain emission categories to be listed that appear in the assurance statement.

<sup>3</sup> The emission factor previously used for recycled paper was too high and has been corrected. Scope 3 emissions are therefore lower across the entire time series than in the previous year's report.