

Annex

Key performance indicators

Strategic thrust

Committed to customers

Sustainable products and services

[Own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Share of products and services (Assets under Management) with ESG criteria [Own disclosure]							
Volume of total products/services (Assets under Management) ² (in million francs)	-12.7%	9,095	10,420	9,310	8,626	7,455	7,838
Number of ESG products/services ³	11.0%	38,434	34,638	25,551	-	-	-
Volume of ESG products/services ⁴ (in million francs)	-9.0%	2,256	2,478	1,820	-	-	-
Share of ESG products/services relative to total volume (in percent)	1.0%	24.8	23.8	19.5	-	-	-
Monetary value of products and services (Assets under Management) for a specific environmental benefit [Own disclosure]							
Total mortgage volume (in million francs)	-11.9%	19,154	21,740	20,575	19,662	18,757	18,162
Total volume of energy mortgages (in million francs)	-6.4%	41	44	42	41	40	42
Share of volume comprised of energy mortgages (in percent)	0.0%	0.2	0.2	0.2	0.2	0.2	0.2
Number of advisory sessions carried out by energy advice centers [Own disclosure]							
Number of advisory sessions carried out by energy advice centers ⁵	-3.3%	29	30	10	48	46	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Total investment volume (Assets under Management) (asset management, custody account, pension provision)

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

⁴ Conversion to ESG Plus approach; AuM basis, private mandates, pension funds

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

Sustainable finance (ESG integration)

[Own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019
Proportion of assets audited for environmental or social aspects with a positive or negative result [Own disclosure]					
Value of entire assets under management at the end of the reporting period ² (in million francs)	16.0%	1,977	1,705	1,629	1,293
Value of entire assets with positive environmental and/or social screening ² (in million francs)	16.0%	1,977	1,705	1,629	1,288
Value of entire assets with negative environmental and/or social screening ² (in million francs)	0.0%	0.0	0.0	0.0	5
Value of entire assets with positive and negative environmental and/or social screening combined (in million francs)	0.0%	0.0	0.0	0.0	0.0
Proportion of assets having undergone a positive environmental or social audit relative to total assets (in percent)	0.0%	100.0	100.0	100.0	99.6
Proportion of assets having undergone a negative environmental or social audit relative to total assets (in percent)	0.0%	0.0	0.0	0.0	0.4
Proportion of assets having undergone a negative and positive environmental or social audit combined relative to total assets (in percent)	0.0%	0.0	0.0	0.0	0.0
Percentage of financial investments linked to ESG criteria [Own disclosure]					
Share of total financial investments	22.7%	162	132	135	123
Number of financial investments linked to ESG criteria ³	22.7%	162	132	135	122
Proportion of financial investments linked to ESG criteria (in percent)	0.0%	100.0	100.0	100.0	99.2
CO₂ emissions (Scope 1–2) per invested million francs of the financing and investment portfolio [Own disclosure]					
CO ₂ emissions in tons of CO ₂ equivalent (CO ₂ e) per million francs invested in the entire portfolio ⁴	–37.1%	105.7	168.0	167.4	173.4

¹ Change in 2022 relative to 2019 in percent

² The own disclosure analysis forms the basis for this evaluation: "Percentage of financial investments linked to ESG criteria"; volume in CHF m. instead of the number of securities

³ 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 December 2019 (see "Sustainable finance").

⁴ Basis: MSCI ESG tool (please note: there was no emission data for 47.2% of securities or 25.8% of the portfolio's market value for the 2022 financial investment portfolio. Moreover, in the 2021 portfolio, 24.8% of emission data displayed relative to the number of securities and 57.0% relative to the portfolio's market value is based on MSCI estimates; emission data were effectively or fully reported for 28.0% of the number of securities or 17.3% 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Employees [GRI 2-7]							
Total number of employees ²	2.1%	726.83	711.59	704.44	684.67	683.84	688.46
Total number of employees according to AR standard ³	2.5%	701	684	679	658	655	656
Full-time positions offered ⁴ (FTEs) excl. apprentices/interns	2.7%	692	674	663	632	630	636
Employees							
– Total employees (all incl. apprentices/interns and hourly wage earners)	3.2%	835	809	799	777	775	774
– of which functional level 7 (EB) ⁵	0.0%	6	6	6	-	-	-
– of which management positions (all supervisors as per staffing plan; excl. EB) ⁵	2.4%	128	125	126	-	-	-
– of which without management position (rest) ⁵	3.4%	701	678	667	-	-	-
– of which functional level 5 ^{5,6}	8.9%	317	291	272	-	-	-
– of which apprentices	-4.3%	45	47	48	48	50	51
– of which interns	0.0%	4	4	1	2	1	2
– of which hourly wage earners	0.0%	9	9	8	7	11	15
Total number of employees by employment contract ⁷ (temporary/unlimited)	3.3%	826	800	791	770	764	759
Unlimited employment contract							
– Men	1.7%	414	407	402	316	391	384
– Women	6.4%	350	329	326	389	305	313
– Other	-	-	-	-	-	-	-
Temporary employment contract⁸ (incl. apprentices and interns)							
– Men	0.0%	36	36	36	36	40	35
– Women	-7.1%	26	28	27	29	28	27
– Other	-	-	-	-	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Total staff incl. hourly wage earners, apprentices/interns calculated 100% / reference date as at 31 December 2022

³ Excl. hourly wage earners (due to AR standard), incl. apprentices and interns (calculated at 50%)

⁴ Target number, excluding apprentices/interns and temporary staff

⁵ Start of data capture due to change to functional level model in 2020

⁶ 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.

⁷ Headcount incl. apprentices/interns, but excl. hourly wage earners, as they are listed separately

⁸ 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Hourly wage earners	0.0%	9	9	8	7	11	15
– Men	0.0%	3	3	2	1	2	3
– Women	0.0%	6	6	6	6	9	12
– Other	-	-	-	-	-	-	-
Total number of employees by degree of employment ² (full-time and part-time)	3.7%	786	758	750	727	724	721
Full-time (excl. apprentices/interns)	-1.5%	467	474	476	461	468	481
– Men	-0.9%	340	343	350	338	348	350
– Women	-3.1%	127	131	126	123	120	131
– Other	-	-	-	-	-	-	-
Proportion of full-time employees, by gender							
– Men	0.4%	72.8	72.4	73.5	73.3	74.4	72.8
– Women	-0.4%	27.2	27.6	26.5	26.7	25.6	27.2
– Other	-	-	-	-	-	-	-
Part-time ² (excl. apprentices/interns, incl. hourly wage earners)	12.3%	319	284	274	266	256	240
– Men	10.5%	84	76	63	59	56	44
– Women	13.0%	235	208	211	207	200	196
– Other	-	-	-	-	-	-	-
Proportion of part-time employees, by gender (in percent)							
– Men	-0.4%	26.3	26.8	23.0	22.2	21.9	18.3
– Women	0.4%	73.7	73.2	77.0	77.8	78.1	81.7
– Other							

Workers who are not employees [GRI 2-8]

Total number of workers not employed but controlled ³	9	n.s.	n.s.	n.s.	n.s.	n.s.	n.s.
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¹ Change in 2022 relative to the prior year (2021) in percent

² Headcount, excl. apprentices/interns

³ These are people employed with a third-party company, but who have worked for an extended period at a significant number of hours per week exclusively for TKB (e.g., at reception). Their number is recorded per person and at the end of the reporting period (key date).

Responsible towards employees

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

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
New employee hires and employee turnover [GRI 401-1]							
Number of persons ² (headcount) as above in GRI 2-7	-	835	809	799	777	775	774
– of which < 30 years ³	-	186	198	190	185	184	192
– of which 30–50 years ³	-	396	364	361	353	373	367
– of which > 50 years ³	-	253	247	248	239	218	215
– of which men ³	-	453	446	440	426	433	422
– of which women ³	-	382	363	359	351	342	352
– of which other ³	-	-	-	-	-	-	-
Total number of employees hired during the reporting period, broken down by age group ²	29.5%	114	88	87	79	79	66
– < 30 years	–3.8%	50	52	54	51	41	42
– 30–50 years	83.3%	55	30	29	19	35	17
– > 50 years	50.0%	9	6	4	9	3	7
Proportion of new employees, by age group							
– < 30 years	–15.2%	43.9	59.1	62.1	64.6	51.9	63.6
– 30–50 years	14.2%	48.2	34.1	33.3	24.1	44.3	25.8
– > 50 years	1.1%	7.9	6.8	4.6	11.4	3.8	10.6
Total number of employees hired during the reporting period, broken down by gender ²	29.5%	114	88	87	79	79	66
– Men	30.4%	60	46	49	44	47	37
– Women	28.6%	54	42	38	35	32	29
– Other	-	-	-	-	-	-	-
Proportion of new employees, by gender (in percent)							
– Men	0.4%	52.6	52.3	56.3	55.7	59.5	56.1
– Women	–0.4%	47.4	47.7	43.7	44.3	40.5	43.9
– Other	-	-	-	-	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Headcount incl. apprentices/interns, incl. hourly wage earners

³ Information needed to calculate turnover

Responsible towards employees

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

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Total number of employees who left the company during the reporting period, by age group ²	-5.8%	81	86	64	70	78	79
- < 30 years	0.0%	34	34	33	38	30	41
- 30-50 years	8.3%	26	24	15	19	24	22
- > 50 years	-25.0%	21	28	16	13	24	16
Employee turnover by age group ³ (unadjusted turnover, in percent)							
- < 30 years	0.8%	14.4	13.6	13.5	16.1	13.3	17.5
- 30-50 years	-0.3%	5.8	6.1	3.8	5.1	5.9	5.7
- > 50 years	-3.1%	8.0	11.1	6.3	5.2	10.9	7.2
Total number of employees who left the company during the reporting period, by gender	-5.8%	81	86	64	70	78	79
- Men	8.9%	49	45	35	44	41	41
- Women	-22.0%	32	41	29	26	37	38
- Other	-	-	-	-	-	-	-
Employee turnover by gender ³ (unadjusted turnover, in percent)							
- Men	0.4%	9.6	9.1	7.2	9.4	8.5	8.9
- Women	-2.8%	7.3	10.1	7.3	6.7	9.9	10.0
- Other	-	-	-	-	-	-	-
Employee turnover ³ (unadjusted turnover, in percent)							
- total	-1.1%	8.5	9.6	7.2	8.2	9.1	9.4
Employee turnover ³ (adjusted turnover, in percent)							
- total ⁴	1.8%	7.4	5.6	4.7	5.7	5.2	5.8

¹ Change in 2022 relative to the prior year (2021) in percent

² Headcount incl. apprentices/interns, incl. hourly wage earners

³ Calculated using the Schlüter formula: $[\text{Number of departures} / (\text{initial headcount} + \text{new hires})] \times 100$

⁴ 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Average hours of training and education per year per employee [GRI 404-1]							
Training days ²	123.6%	2,144	959	911	1,324	1,440	1,678
Training days per employee	116.7%	2.6	1.2	1.14	1.7	1.86	2.29
– Men	130.3%	2.81	1.22	1.22	1.96	2.16	2.63
– Women	98.3%	2.34	1.18	1.03	1.38	1.42	1.89
– Other	-	-	-	-	-	-	-
Cost of training in CHF million (incl. apprentices)	75.5%	1.79	1.02	1.33	1.37	1.22	1.53
– as % of staff costs	72.1%	1.6	0.9	1.2	1.4	1.2	1.4
– per employee in CHF	70.0%	2,162	1,272	1,669	1,849	1,662	2,096
Completed apprenticeships	-6.3%	15	16	17	17	17	20
Federally recognized qualification	9.1%	36	33	19	27	29	30
Employees preparing for a federally recognized qualification	22.4%	60	49	44	48	44	45
In-house trainers	22.2%	33	27	19	27	25	47

Number of absence days (due to illness and accident) [Own disclosure]

Number of absence days (due to illness and accident)	29.0%	4,441	3,443	3,645	4,045	3,591	4,070
Average number of absence days per employee (due to illness and accident)	27.1%	6.1	4.8	5.2	5.9	5.3	5.9
Average number of absence days at cantonal banks (due to illness and accident)	9.3%	n.s. ³	5.9	5.4	6.1	5.8	5.1

¹ Change in 2022 relative to the prior year (2021) in percent

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

³ Cantonal bank benchmark only established in March 2023

Responsible towards employees

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

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Parental leave [401-3]							
Total number of employees entitled to parental leave, by gender	15.8%	22	19	27	29	20	34
– Men	0.0%	9	9	15	18	9	19
– Women	30.0%	13	10	12	11	11	15
– Other	-	-	-	-	-	-	-
Total number of employees having taken parental leave, by gender	15.8%	22	19	27	29	20	34
– Men	0.0%	9	9	15	18	9	19
– Women	30.0%	13	10	12	11	11	15
– Other	-	-	-	-	-	-	-
Total number of employees who returned to work after parental leave during the reporting period, by gender	23.5%	21	17	25	28	18	30
– Men	0.0%	9	9	15	18	9	19
– Women	50.0%	12	8	10	10	9	11
– Other	-	-	-	-	-	-	-
Total number of employees who returned to work following parental leave and were still employed 12 months following their return, by gender	-	n.s. ²	17	25	27	17	29
– Men	-	n.s. ²	9	15	17	8	18
– Women	-	n.s. ²	8	10	10	9	11
– Other	-	-	-	-	-	-	-
Rate of return to work	6.0%	95.5	89.5	92.6	96.6	90.0	88.2
– Men	0.0%	100.0	100.0	100.0	100.0	100.0	100.0
– Women	12.3%	92.3	80.0	83.3	90.9	81.8	73.3
– Other	-	-	-	-	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² The key figure for 2022 will only be available 12 months following the end of the reporting year, i.e., at the end of 2023

Responsible towards employees

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

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Retention rate of employees having taken parental leave	-	n.s.	89.5	92.6	93.1	85.0	85.3
– Men	-	n.s.	100.0	100.0	94.4	88.9	94.7
– Women	-	n.s.	100.0	100.0	100.0	100.0	100.0
– Other	-	-	-	-	-	-	-

Diversity of governance bodies and employees [405-1]

Total number of persons on the Board of Directors, by gender	0.0%	9	9	9	9	9	9
– Men	-14.3%	6	7	7	7	7	7
– Women	50.0%	3	2	2	2	2	2
– Other	-	-	-	-	-	-	-
Percentage of persons on the Board of Directors, by gender							
– Men	-11.1%	66.7	77.8	77.8	77.8	77.8	77.8
– Women	11.1%	33.3	22.2	22.2	22.2	22.2	22.2
– Other	-	-	-	-	-	-	-
Total number of persons on the EB, by gender		6	6	6	5	5	5
– Men	0.0%	6	6	6	5	5	5
– Women	-	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	100.0
– Women	0.0%	0.0	0.0	0.0	0.0	0.0	0.0
– Other	-	-	-	-	-	-	-
Total number of staff in management positions, by gender (incl. EB) ²	2.3%	134	131	132	-	-	-
– Men	-1.8%	110	112	117	-	-	-
– Women	26.3%	24	19	15	-	-	-
– Other	-	-	-	-	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Start of data capture 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Percentage of employees in management positions, by gender ²							
– Men	–3.4%	82.1	85.5	88.6	-	-	-
– Women	3.4%	17.9	14.5	11.4	-	-	-
– Other	-	-	-	-	-	-	-
Total number of staff in management positions, by age group (incl. EB) ²							
– < 30 years	–42.9%	4	7	6	-	-	-
– 30–50 years	7.2%	74	69	73	-	-	-
– > 50 years	1.8%	56	55	53	-	-	-
Percentage of staff in management positions, by age group ²							
– < 30 years	–2.4%	3.0	5.3	4.5	-	-	-
– 30–50 years	2.6%	55.2	52.7	55.3	-	-	-
– > 50 years	–0.2%	41.8	42.0	40.2	-	-	-
Total number of other employees, by gender ^{2,3}							
– Men	2.7%	343	334	323	-	-	-
– Women	4.1%	358	344	344	-	-	-
– Other	-	-	-	-	-	-	-
Percentage of other employees, by gender ²							
– Men	0.0%	0.5	0.5	0.5	-	-	-
– Women	0.0%	0.5	0.5	0.5	-	-	-
– Other	-	-	-	-	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Start of data capture due to change to functional level model in 2020

³ All employees, incl. 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Total number of other employees, by age group ²	3.4%	701	678	667	-	-	-
– < 30 years	–4.7%	182	191	184	-	-	-
– 30–50 years	9.2%	322	295	288	-	-	-
– > 50 years	2.6%	197	192	195	-	-	-
Percentage of other employees, by age group ²							
– < 30 years	–2.2%	26.0	28.2	27.6	-	-	-
– 30–50 years	2.4%	45.9	43.5	43.2	-	-	-
– > 50 years	–0.2%	28.1	28.3	29.2	-	-	-
Total number of employees at FL5, by gender ³	8.9%	317	291	272	-	-	-
– Men	2.3%	226	221	210	-	-	-
– Women	30.0%	91	70	62	-	-	-
– Other	-	-	-	-	-	-	-
Percentage of staff at FL5, by gender ^{2,3}							
– Men	–4.7%	71.3	75.9	77.2	-	-	-
– Women	4.7%	28.7	24.1	22.8	-	-	-
– Other	-	-	-	-	-	-	-
Total number of employees at FL5, by age group ³	8.9%	317	291	272	-	-	-
– < 30 years	–18.2%	9	11	8	-	-	-
– 30–50 years	7.5%	201	187	175	-	-	-
– > 50 years	15.1%	107	93	89	-	-	-
Percentage of staff at FL5, by age group ³							
– < 30 years	–0.9%	2.8	3.8	2.9	-	-	-
– 30–50 years	–0.9%	63.4	64.3	64.3	-	-	-
– > 50 years	1.8%	33.8	32.0	32.7	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Start of data capture due to change to functional level model in 2020

³ 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Degree of employment after parenthood [Own disclosure]							
Total number of employees who returned to work after parental leave during the reporting period, by gender	23.5%	21	17	25	28	18	30
Proportion of employees who returned to work after parental leave	6.0%	95.5	89.5	92.6	96.6	90.0	88.2
Degree of employment of employees who returned to work after parenthood, broken down by gender							
Women	50.0%	12	8	10	10	9	11
– > 80%	-	1	0	1	4	0	3
Proportion of women returnees > 80%	-	8.3	0.0	10.0	40.0	0.0	27.3
– 61–80%	0.0%	2	2	1	0	2	0
Proportion of women returnees 61–80%	–33.3%	16.7	25.0	10.0	0.0	22.2	0.0
– 50–60%	250.0%	7	2	8	3	7	5
Proportion of women returnees 50–60%	133.3%	58.3	25.0	80.0	30.0	77.8	45.5
– < 50%	–50.0%	2	4	0	3	0	3
Proportion of women returnees < 50%	–66.7%	16.7	50.0	0.0	30.0	0.0	27.3
Men	0.0%	9	9	15	18	9	19
– > 80%	0.0%	7	7	15	18	9	19
Proportion of men returnees > 80%	0.0%	77.8	77.8	100.0	100.0	100.0	100.0
– 61–80%	0.0%	2	2	0	0	0	0
Proportion of men returnees 61–80%	0.0%	22.2	22.2	0.0	0.0	0.0	0.0
– 50–60%	0.0%	0	0	0	0	0	0
Proportion of men returnees 50–60%	0.0%	0.0	0.0	0.0	0.0	0.0	0.0
– < 50%	0.0%	0	0	0	0	0	0
Proportion of men returnees < 50%	0.0%	0.0	0.0	0.0	0.0	0.0	0.0

¹ Change in 2022 relative to the prior year (2021) in percent

Responsible towards employees

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

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Proportion of returnees after parenthood at the same function(al level)² [Own disclosure]							
– Men	0.0%	9	9	15	-	-	-
– Women	71.4%	12	7	8	-	-	-
Proportion of men	0.0%	100.0	100.0	100.0	-	-	-
Proportion of women	12.5%	100.0	87.5	80.0	-	-	-
Overall	5.9%	100.0	94.1	92.0	-	-	-
Proportion of part-time employees in management positions [Own disclosure]							
Number of full-time employees (excl. apprentices/interns)	0.2%	467	474	476	461	468	481
Number of part-time employees (excl. apprentices/interns) < 100 percent degree of employment	0.4%	319	284	274	266	256	240
Total number of staff in management positions – incl. EB ²	0.8%	134	131	132	-	-	-
Total number of employees at FL5 ^{2,3}	0.4%	317	291	272	-	-	-
Number of women employed part-time < 100 percent degree of employment ²	0.5%	235	208	211	-	-	-
– EB	0.0%	0	0	0	-	-	-
– Management position	27.8%	10	6	4	-	-	-
– Rest	0.6%	225	202	207	-	-	-
– of which women at functional level 5 ^{2,3}	4.5%	49	33	29	-	-	-
Number of men employed part-time < 100 percent degree of employment ²	1.5%	84	76	63	-	-	-
– EB		0	0	0	-	-	-
– Management position	11.6%	14	11	10	-	-	-
– Rest	1.7%	70	65	53	-	-	-
– of which men at functional level 5 ^{2,3}	3.3%	36	33	29	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Start of data capture due to change to functional level model in 2020

³ 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Share of women employed part-time < 100 percent degree of employment ²							
– EB	0.0%	-	-	-	-	-	-
– Management position	1.4%	4.3	2.9	1.9	-	-	-
– functional level 5 ^{2,3}	5.0%	20.9	15.9	13.7	-	-	-
Proportion of men in part-time employment ²							
– EB	0.0%	-	-	-	-	-	-
– Management position	2.2%	16.7	14.5	15.9	-	-	-
– functional level 5 ^{2,3}	-0.6%	42.9	43.4	46.0	-	-	-
Proportion of all employees in management positions, part-time < 100 percent degree of employment ²	4.9%	17.9	13.0	10.6	-	-	-
Proportion of women in management positions, part-time < 100 percent degree of employment ²	10.1%	41.7	31.6	26.7	-	-	-
Proportion of men in management positions, part-time < 100 percent degree of employment ²	2.9%	12.7	9.8	8.5	-	-	-
Proportion of all employees at functional level 5, part-time < 100 percent degree of employment ²	4.1%	26.8	22.7	21.3	-	-	-
Proportion of women at functional level 5, part-time < 100 percent degree of employment ^{2,3}	6.7%	53.8	47.1	46.8	-	-	-
Proportion of men at functional level 5, part-time < 100 percent degree of employment ^{2,3}	1.0%	15.9	14.9	13.8	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Start of data capture due to change to functional level model in 2020

³ 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; own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Direct economic value generated and distributed (in CHF 1,000) [GRI 201-1]							
Economic value generated							
Operating income	1.8%	372,611	366,114	341,676	341,056	343,137	335,147
Operating result	3.0%	188,113	182,629	166,394	167,042	169,362	158,741
Annual profit	1.6%	147,848	145,552	139,082	135,087	134,172	129,400
Net profit	1.5%	150,574	148,291	141,855	138,031	137,053	132,387
Distributed economic value							
Material expenses	0.7%	58,931	58,518	56,602	56,710	56,920	54,478
– of which central sponsorships	27.7%	1,416	1,109	1,165	1,383	1,256	1,345
Commitment by the TKB Anniversary Foundation ²	–20.0%	400	500	600	400	400	400
Personnel expenses ³	2.3%	112,818	110,289	107,747	105,218	103,707	113,604
Dividends to PC holders	0.0%	12,400	12,400	12,000	11,200	11,200	11,000
Dividends and taxes to the canton and municipalities	0.4%	70,726	70,415	67,130	69,849	69,309	68,406
– of which profit distribution to the canton	0.0%	48,200	48,200	46,600	42,583	41,221	38,786
– of which profit distribution to municipalities entitled to payment	0.0%	3,000	3,000	3,000	3,000	3,000	3,000
– of which interest on share capital	0.0%	1,401	1,401	1,401	2,217	3,579	5,214
– of which compensation for government guarantee	4.9%	7,936	7,565	7,115	6,758	6,609	6,506
– of which taxes	–0.6%	10,190	10,249	9,014	15,291	14,900	14,900
Retained economic value							
Allocation to statutory reserves	2.7%	75,000	73,000	69,000	69,500	68,500	65,000
Allocation to reserves for general banking risks	7.4%	29,000	27,000	28,000	15,000	20,000	15,000

¹ Change in 2022 relative to the prior year (2021) in percent

² Excl. commitment to fitness parks in 2020 as well as footgolf course in 2021

³ Incl. voluntary allocation to the TKB pension fund of CHF 11.2 m.

Economic Performance

[GRI 201-1; own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Capital ratio [Own disclosure]							
Required equity (in CHF million)	15.0%	1,825	1,587	1,513	1,543	1,466	1,432
Equity (in million francs)	4.2%	2,541	2,439	2,308	2,211	2,127	2,039
Capital ratio (eligible equity available as % of risk-weighted assets)	0.5%	18.5	18.4	18.3	18.6	18.9	18.5
Return on Ø required equity [Own disclosure]							
Return ² (in percent)	-0.2%	11.6	11.8	11.3	12.0	12.0	12.0
Dividend payout ratio [Own disclosure]							
Distribution ratio ³ (in percent)	-0.6%	41.2	41.8	42.3	40.6	40.9	41.5
- taxes to the canton (in percent)	-0.6%	39.2	39.8	40.2	38.4	38.7	39.3
- Tax to municipalities entitled to a share (in percent)	0.0%	2.0	2.0	2.1	2.2	2.2	2.3

¹ Change in 2022 relative to the prior year (2021) in percent

² Without anticyclical buffer

³ Definition: Distribution ratio corresponds to dividend, interest on share capital and profit distribution to the canton as a proportion of net profit

Procurement Practices

[GRI 204-1]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Proportion of spending on local suppliers [GRI 204-1]							
Percentage of the procurement budget spent on suppliers in Switzerland (e.g., the percentage of products and services procured locally)	0.2%	78.15	78	78.5	63	59.7	70
Percentage of the procurement budget spent on suppliers in Thurgau (e.g., the percentage of products and services procured locally)	2.1%	20.42	20	19.89	35	38.7	28

¹ Change in 2022 relative to the prior year (2021) in percent

Commitment to the region

[GRI 201-1; own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2018	2017
Direct economic value generated and distributed² [GRI 201-1]							
Sponsorship commitment (in thousand francs)	27.7%	1,416	1,109	1,165	1,383	1,256	1,345
TKB Anniversary Foundation (in thousand francs)	-20%	400	500	600	400	400	400
Proportion of contracts with integrated sustainability criteria for sponsorships and events³ [Own disclosure]							
Total number of contracts for sponsorships and events	1.5%	68	67	62	58	-	-
Number of contracts with integrated sustainability criteria	4.8%	65	62	56	52	-	-
Proportion of contracts with integrated sustainability criteria (in percent)	3.3%	95.6	92.5	90.3	89.7	-	-
Number of charitable acts by employees⁴ [Own disclosure]							
Number of charitable acts by employees	-34.62%	85	130	-	-	-	-

¹ Change in 2022 relative to the prior year (2021) in percent

² Excl. commitment to fitness parks in 2020 as well as footgolf course in 2021

³ This information has only been collected since 2019

⁴ 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019	2013
Materials used by weight or volume [GRI 301-1]						
Overall paper consumption (in kg)	-49%	85,100	83,602	109,098	115,566	167,905
Recycled input materials used [GRI 301-2]						
Proportion of recycled paper relative to total paper consumption (in percent)	88.8%	89.0	76.0	80.0	81.0	0.2
Paper consumption per employee (in kg/FTE)	-53%	117	117	153	169	249

¹ Change in 2022 relative to 2013 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019
Energy consumption within the organization² [GRI 302-1]					
Total energy consumption within TKB in megawatt hours (MWh)	1%	5,416	5,311	5,465	5,364
– of which electricity	17%	3,857	3,315	3,417	3,289
– of which heating oil	–66%	268	777	775	791
– of which natural gas	–2%	1,184	1,150	1,207	1,210
– of which diesel	–91%	3	2	19	33
– of which gasoline	–43%	4	10	10	7
– of which hybrid gasoline	0%	0	0	0	0
– of which plug-in gasoline	100%	2	1	0	1
– of which electric vehicles	700%	8	6	3	1
– of which district heating	171%	92	51	34	34
Energy consumption outside of the organization [GRI 302-2]					
Total energy consumption outside of TKB in megawatt hours (MWh)	–18%	2,478	2,461	3,111	3,015
– of which energy consumption of external data centers	–17%	228	263	271	276
– of which energy consumption from business travel and commuting	–18%	2,251	2,198	2,841	2,739
Energy intensity [GRI 302-3]					
Energy intensity per energy reference area (heating energy, electricity) (MWh/m ²)	–6%	0.17	0.17	0.19	0.18
Energy intensity per employee (MWh/FTE)	–12%	10.8	10.9	12.1	12.3
Reduction of energy consumption (inside and outside the organization) relative to base year 2019/2020 [Own disclosure]					
Total energy consumption (inside/outside the organization) (MWh)	–6%	7,894	7,772	8,576	8,379

¹ Change in 2022 relative to 2019 in percent

² TKB redesigned the environmental data capture tool during the reporting period. This mainly involved updating the underlying emission factors. In order to ensure comparability with previous years, the years 2019–2021 have been recalculated with the updated conversion factors. As the environmental data reporting period was adjusted in 2022, it was only possible to cover ten months (January to October) and consumption for the two missing months was extrapolated. This extrapolation is linear, except for heat consumption. The following formula was used: (Heat consumption January to October 2022) + ((consumption per heating degree day 2022) × (average number of heating degree days November to December 2020/2021))

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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019
Non-renewable primary energy [Own disclosure]					
Total non-renewable primary energy in megajoules per year (MJ/a)	-14%	41,971,559	42,452,926	54,708,264	48,762,867
– of which consumable supplies	-22%	3,574,680	3,824,409	4,607,562	4,593,136
– of which real estate	-22%	8,061,778	8,998,848	10,102,945	10,287,079
– of which water consumption	-13%	17	17	19	20
– of which employee mobility and business travel	-10%	30,335,084	29,629,652	39,997,738	33,882,631
Direct GHG emissions (Scope 1) [GRI 305-1]					
Total direct GHG emissions in tons of CO ₂ equivalent (t CO ₂ e)	-35%	287	411	429	439
– of which heating oil	-66%	67	196	195	199
– of which natural gas	-2%	216	210	220	221
– of which diesel	-93%	1	1	9	15
– of which gasoline	-33%	2	4	5	3
– of which plug-in gasoline	0%	1	1	1	1
Indirect energy-related GHG emissions (Scope 2) [GRI 305-2]					
Total indirect GHG emissions (through district heating and electricity) in tons of CO ₂ equivalent (t CO ₂ e)	13%	760	682	701	675
– of which district heating	200%	0.3	0.2	0.1	0.1
– of which electricity	12%	757	680	701	675
– of which electric vehicles	200%	3	2	1	1
– of which plug-in gasoline	0%	1	1	1	1

¹ Change in 2022 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, own disclosure]

Disclosure	Change ¹	2022	2021	2020	2019
Other indirect GHG emissions (Scope 3) [GRI 305-3]					
Total other indirect GHG emissions in tons of CO ₂ equivalent (t CO ₂ e)	-18%	1,136	1,164	1,427	1,387
– of which external data centers ²	0%	0	0	0	0
– of which business travel and commuter traffic	-18%	739	722	930	900
– of which paper	-22%	237	255	305	303
– of which water	0%	1	1	1	1
GHG emissions intensity [GRI 305-4]					
GHG emissions in tons of CO ₂ equivalent (t CO ₂ e) per employee (FTE)	-19%	3.0	3.2	3.6	3.7
Reduction of GHG emissions (Scope 1-3) from base year 2019/2020 [Own disclosure]					
Total GHG emissions (Scope 1–3, in t CO ₂ e)	-13%	2,184	2,257	2,558	2,500
Water consumption [Own disclosure]					
Water consumption in cubic meters (m ³)	-13%	6,327	6,164	6,860	7,288
Water consumption in cubic meters (m ³) per employee (FTE)	-19%	8.7	8.6	9.6	10.7

¹ Change in 2022 relative to 2019 in percent

² The external data center emissions are offset by the provider.