

# 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 <sup>1</sup>	2025	2024	2023	2022	2021
<b>Full-time equivalents (FTE) as at the reference date</b> [own disclosure]						
Full-time equivalents as at the reference date <sup>2</sup>	3.9%	797	767	755	730	713
<b>Materials used by weight or volume</b> [GRI 301-1]						
Overall paper consumption (in kg)	14.2%	64,249	56,275	76,640	85,100	83,602
<b>Recycled input materials used</b> [GRI 301-2]						
Proportion of recycled paper relative to total paper consumption (in percent) <sup>3</sup>	-	98	91	94	89	76
Paper consumption per employee (in kg/FTE)	9.9%	81	73	102	117	117
<b>Energy consumption within the organization</b> [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) <sup>4</sup>	-	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) <sup>5</sup>	162.8%	30	11	11	8	6
Air travel <sup>6</sup>	-	5	-	-	-	-
of which district heating	85.6%	60	33	35	47	14
<b>Energy consumption outside of the organization</b> [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
<b>Energy intensity</b> [GRI 302-3]						
Energy intensity per energy reference area (heating energy, electricity) (MWh/m <sup>2</sup> )	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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

<sup>2</sup> 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

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

<sup>4</sup> Reported for the first time in 2025

<sup>5</sup> Higher energy requirement from 2025 according to Mobitool V3.0

<sup>6</sup> 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 <sup>1</sup>	2025	2024	2023	2022	2021
<b>Direct GHG emissions (Scope 1)</b> [GRI 305-1]						
Total direct GHG emissions in metric tons of CO <sub>2</sub> equivalent (t CO <sub>2</sub> e) <sup>2</sup>	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) <sup>3</sup>	-	11	n/a	n/a	n/a	n/a
of which refrigerant losses <sup>4</sup>	-	-	-	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
<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> equivalents (t CO <sub>2</sub> 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
<b>Other indirect GHG (Scope 3) emissions</b> [GRI 305-3]						
Total other indirect operational GHG emissions in metric tons of CO <sub>2</sub> equivalents (t CO <sub>2</sub> e)	2.6%	10,093	9,840	10,416	10,543	1,906
3.1 Purchased products and services <sup>5</sup>	-2.5%	6,261	6,423	6,678	6,444	250
3.2 Capital goods <sup>6</sup>	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 <sup>7</sup>	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 <sup>8</sup>	-	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 <sup>9</sup>	-100.0%	-	1	1	1	1
3.10 Processing of sold products <sup>10</sup>	-	-	-	-	-	-
3.11 Use of sold products <sup>10</sup>	-	-	-	-	-	-
3.12 Disposal of sold products at the end of their lives <sup>10</sup>	-	-	-	-	-	-
3.13 Leased property, plant and equipment <sup>11</sup>	94.2%	84	43	52	69	-
3.14 Franchises <sup>10</sup>	-	-	-	-	-	-

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

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

<sup>3</sup> Reported for the first time in 2025

<sup>4</sup> First inventoried in 2023

<sup>5</sup> Scope 3 data has only been comprehensively reported since 2022

<sup>6</sup> Capital goods have been inventoried since 2022

<sup>7</sup> Upstream transport and distribution have been inventoried since 2022

<sup>8</sup> Air travel has been inventoried since 2025

<sup>9</sup> Waste transport is outside the system boundaries according to GHG; removed for 2025

<sup>10</sup> Not relevant to TKB

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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

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

<sup>3</sup> First inventoried in 2024; PCAF quality score of 2

<sup>4</sup> First inventoried in 2024; PCAF quality score of 5

<sup>5</sup> First inventoried in 2023; PCAF quality score of 4

<sup>6</sup> 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 <sup>1</sup>	2025	2024	2023	2022	2021
<b>Sustainability-related training<sup>2</sup></b> [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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

<sup>2</sup> This disclosure has been reported since 2025

## Responsible advisory services

[Own disclosure]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
Proportion of employees who completed advanced sustainability training within 12 months of joining or changing jobs (in percent) <sup>2</sup>	-	147.6	n/a	n/a	n/a	n/a
<b>Digital accessibility of the TKB website</b> [own disclosure]						
Siteimprove accessibility checker score <sup>3</sup>	-0.4%	78.0	78.3	n/a	n/a	n/a
<b>Customer centricity<sup>4</sup></b> [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
<b>Number of advisory sessions conducted by energy advice centers</b> [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) <sup>5</sup>	-11.4%	31	35	53	29	30
of which "Energy from the Rooftop" (for private individuals) <sup>6</sup>	14.4%	127	111	22	n/a	n/a
of which CECB (for private individuals) <sup>4</sup>	-	15	n/a	n/a	n/a	n/a
of which operational optimization (for SMEs) <sup>4</sup>	-	11	n/a	n/a	n/a	n/a

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent<sup>2</sup> A total of 31 employees completed advanced sustainability training within the deadline; it was mandatory for 21 of them<sup>3</sup> This disclosure has been reported since 2024<sup>4</sup> This disclosure has been reported since 2025<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 have been offered since 2023

## Sustainable products

[Own disclosure]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
<b>Investing: Proportion of products and services (assets under management) with ESG criteria</b> [own disclosure]						
Volume of total products/services (assets under management) (in CHF millions) <sup>2</sup>	12.8%	13,378	11,858	10,264	9,095	10,420
Number of ESG products/services <sup>3</sup>	10.4%	48,397	43,825	40,193	38,434	34,638
Volume of ESG products/services (in CHF millions) <sup>4</sup>	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
<b>Financing: Monetary value of products and services (assets under management) developed for a specific environmental benefit</b> [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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent<sup>2</sup> Total assets under management (AM, custody account, pension provision)<sup>3</sup> Conversion to ESG Plus approach; number of custody accounts ("AM Basic" (VV Basis), private mandates, pension funds)<sup>4</sup> Conversion to ESG Plus approach; "AM Basic" (VV Basis), private mandates, pension funds

## Sustainable products

[Own disclosure]

Disclosure	Change <sup>1</sup>	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 <sup>2</sup>	-	258	-	-	-	-

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent<sup>2</sup> This disclosure has been reported since 2025

## Sustainable finance

[Own disclosure]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
<b>Proportion of assets screened for environmental or social criteria with a positive or negative result</b> [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) <sup>2</sup>	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) <sup>2</sup>	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) <sup>2</sup>	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
<b>Percentage of financial investments linked to ESG criteria</b> [own disclosure]						
Total number of financial investments	6.0%	178	168	166	162	132
Number of financial investments linked to ESG criteria <sup>3</sup>	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
<b>Carbon emissions (Scopes 1–2) per invested CHF million of the financing and investment portfolio</b> [own disclosure]						
Carbon emissions in metric tons of carbon equivalents (CO <sub>2</sub> e) per CHF million invested in the entire portfolio	-6.1%	4.8	5.1	95.6	105.7	168.0

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent<sup>2</sup> 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 securities<sup>3</sup> 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 <sup>1</sup>	2025	2024	2023	2022	2021
<b>Employees<sup>2</sup> [GRI 2-7]</b>						
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) <sup>3</sup>	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) <sup>4,5</sup>	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) <sup>6</sup>	0.8%	871	864	819	786	758
Full-time (excluding apprentices/interns) <sup>6</sup>	-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) <sup>6</sup>	5.1%	373	355	331	319	284
Men	5.2%	102	97	88	84	76
Women	5.0%	271	258	243	235	208
<b>Workers who are not employees [GRI 2-8]</b>						
Total number of workers not employed but controlled <sup>7</sup>	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
<b>Collective bargaining agreements [GRI 2-30]</b>						
Number of employees covered by collective bargaining agreements	0.0%	0	0	0	0	0
<b>New employee hires and employee turnover [GRI 401-1]</b>						
Total number of employees hired during the reporting period, broken down by age group <sup>8</sup>	-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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

<sup>2</sup> As at 31 December 2025

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

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

<sup>5</sup> Headcount including apprentices/interns/trainees

<sup>6</sup> Headcount, excluding apprentices/interns

<sup>7</sup> 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

<sup>8</sup> 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 <sup>1</sup>	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 <sup>2</sup>						
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 <sup>2</sup>						
< 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) <sup>3</sup>						
< 30 years	-	16.6	-	-	-	-
30–50 years	-	5.8	-	-	-	-
> 50 years	-	8.9	-	-	-	-
Employee turnover by gender (unadjusted turnover, in percent) <sup>3</sup>						
Men	-	9.7	-	-	-	-
Women	-	8.4	-	-	-	-
Employee turnover (unadjusted turnover, in percent) <sup>3</sup>						
total	-	9.1	-	-	-	-
Employee turnover (adjusted turnover, in percent) <sup>4</sup>						
total	9.6%	6.3	5.7	5.6	7.4	5.6
<b>Average hours of training and education per year per employee [GRI 404-1]</b>						
Total training days <sup>5</sup>	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) <sup>6</sup>	-	0.9	n/a	n/a	n/a	n/a
Remaining employees (per capita) <sup>6</sup>	-	2.2	n/a	n/a	n/a	n/a

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

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

<sup>3</sup> 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

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

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

<sup>6</sup> 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 <sup>1</sup>	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
<b>Percentage of employees receiving regular performance and career development reviews [GRI 404-3]</b>						
Proportion of employees in the reporting period receiving regular performance and career development reviews (in percent) <sup>2</sup>	0.0%	100	100	100	100	100
<b>Employee survey on "Satisfaction" and "Commitment" [own disclosure]</b>						
Employee satisfaction and commitment on a scale from 1 to 5, where 5 means "completely satisfied" (in points) <sup>3</sup>	-	-	4.4	-	-	4.2
<b>Number of absence days (due to illness or accident) [own disclosure]</b>						
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) <sup>4</sup>	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 <sup>5</sup>	-	6	n/a	n/a	n/a	n/a
Number of fatal workplace accidents <sup>5</sup>	-	0	n/a	n/a	n/a	n/a
<b>Proportion of counseling cases due to conflicts/stressful situations in the workplace<sup>6</sup> [own disclosure]</b>						
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) <sup>7</sup>	-	1.4	n/a	n/a	n/a	n/a
<b>Entry-level hiring rate<sup>8</sup> [own disclosure]</b>						
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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

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

<sup>3</sup> Most recent survey in 2024

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

<sup>5</sup> This disclosure has been reported since 2025

<sup>6</sup> Counseling cases at MOVIS; this disclosure has been reported since 2025

<sup>7</sup> Calculated based on the average headcount in 2025 of 917 employees and 13 cases

<sup>8</sup> 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 <sup>1</sup>	2025	2024	2023	2022	2021
<b>Parental leave [GRI 401-3]</b>						
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
<b>Diversity of governance bodies and employees [GRI 405-1]</b>						
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

<sup>1</sup> 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 <sup>1</sup>	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 <sup>2</sup>						
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 <sup>3</sup>						
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
<b>Proportion of returnees after parental leave at the same function(al level) [own disclosure]</b>						
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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

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

<sup>3</sup> 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 <sup>1</sup>	2025	2024	2023	2022	2021
<b>Proportion of part-time employees in management positions</b> [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 <sup>2</sup>	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 <sup>2</sup>	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 <sup>2</sup>						
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 <sup>2</sup>						
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
<b>Proportion of management positions that can be filled by internal candidates<sup>3</sup></b> [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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

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

<sup>3</sup> This disclosure has been reported since 2025

## Corporate governance (business ethics)

[Own disclosure]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
<b>Number of training days in "Compliance" [own disclosure]</b>						
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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

## Information security, cyber security and data protection

[Own disclosure]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
<b>Reportable cyber attacks [own disclosure]</b>						
Reportable cyber attacks <sup>2</sup>	0.0%	0	0	0	n/a	n/a
<b>Reportable data losses [own disclosure]</b>						
Reportable data losses <sup>3</sup>	0.0%	0	0	0	n/a	n/a
<b>Data protection incidents that have occurred<sup>2</sup> [own disclosure]</b>						
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
<b>Requests submitted regarding the rights of data subjects [own disclosure]</b>						
Requests submitted regarding the rights of data subjects <sup>2</sup>	16.7%	7	6	3	n/a	n/a
<b>Complaints submitted regarding data breaches<sup>2</sup> [own disclosure]</b>						
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
<b>Training on information security, cyber security and data protection<sup>3</sup> [own disclosure]</b>						
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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent<sup>2</sup> This information has been reported since 2023<sup>3</sup> This information has been reported since 2025

## Procurement

[GRI 204-1]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
<b>Proportion of spending on local suppliers</b> [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

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent

## Commitment to the region

[GRI 201-1, own disclosure]

Disclosure	Change <sup>1</sup>	2025	2024	2023	2022	2021
<b>Direct economic value generated and distributed</b> [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) <sup>2</sup>	90.6%	1,405	737	400	400	500
<b>Proportion of contracts for key sponsorship commitments that include sustainability criteria</b> [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
<b>Number of community service missions by employees</b> [own disclosure]						
Number of community service missions by employees	2.6%	158	154	185	85	130
<b>Monetary value of employee volunteering</b> [own disclosure]						
Monetary value of employee volunteering (in CHF thousands) <sup>3</sup>	-	65	n/a	n/a	n/a	n/a

<sup>1</sup> Change in 2025 relative to the previous year (2024) in percent<sup>2</sup> Year-over-year change, partly due to contribution to large-scale project of more than CHF 250,000<sup>3</sup> 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)