



DZ BANK Group Sustainability

2025

 **DZ BANK** Group

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1. General

Sustainability is part of the DZ BANK Group's corporate DNA

Our understanding of sustainability



Entrepreneurial self-responsibility and **responsibility for the community** are strongly anchored at DZ BANK as an institution within the cooperative financial network.

Together with the cooperative banks, DZ BANK is one of the **most important lenders** in the segment project financing for **renewable energies**.

Early involvement in **international initiatives** – Global Compact already signed in 2008 and Equator Principles in 2013.

On the refinancing side, the award of “**green**” loans since 2018 has meanwhile been accompanied by **three green bond issues** by DZ BANK AG.

Stable ESG ratings from the most important rating agencies as an indicator of sustainable business policy.

Union Investment as one of the pioneers on the capital investment side. As the market leader in sustainable investments, it manages **around EUR 130 bn** in **designated sustainable funds and mandates**.

Integration of sustainability risks into DZ BANK's **risk management** for many years, especially in the lending business and in project financing.

Bausparkasse Schwäbisch Hall and **DZ HYP** are leading companies that promote and finance energy efficiency improvements in the real estate sector.

Sustainability is Anchored in the Corporate Values and Strategy of DZ BANK AG and the DZ Bank Group

Values DZ BANK

Courage

Partnership

Security

Cosmopolitanism

Sustainability

Consistency

Performance

Innovation

Strategy Portfolio Verbund First 4.0

DZ BANK AG

DER FÜHRENDE ALLFINANZBIETER

Festlegung und Ausbau der Position der Genossenschaftlichen FinanzGruppe Verbund an den Kapitalmärkten; Subordinat, Devisenmarkt und regionale Marktwirtschaft und Nachhaltigkeit, Wertbeitrag durch Kern- und Komplementärgeschäft

Marktantritt

1. Marktingung Finanzkunden

2. Marktingung Firmenkunden

3. Auslandsdienstleistung

4. Forderkreditgeschäft

5. Firmenkunden

Steuerung & Produktion

6. Prozessstrategie Kredit

7. Prozessstrategie Kapitalmarkt

8. Prozessstrategie Zahlungsvorteil

9. Prozessstrategie Client Lifecycle Mgmt. (CLM)

10. Prozessstrategie Backoffice

11. Prozesse / IT

12. Personal & Kultur

13. Kompetenz-Center

Marktingung inst. Kunden /

6. Depot A / Verbund

7. Vermögenswerte u. Wertpapier Services

8. Privatkunden (Einlagenmanagement)

9. Treasury / Refinanzierung

10. Kapitalmarkt / Wertpapiere

11. Digital Readiness

12. IT Risk

13. Generative KI

14. IT

15. Unternehmenskultur

16. Erfolgreiche Kompetenz-Center

17. Leistungsfähigkeit und fokussiert

18. Gruppe / Holding zugeordnete Kompetenz-Center

19. Subordinat der

20. P

21. U

Devisenmarkt und Mahnwerte

22. Neue Geschäftsmodelle T&E

23. Nachhaltigkeits

24. Zahlungsverkehr / Karten

25. Modernes Arbitrage

26. Steuerung Konform

27. Steuerung VuG

28. Steuern

23 Sustainability

Opportunity fields

DZ BANK Group

1 Capital Market and Depositary

2 Cooperation Corporate Banking

3 Platforms, Ecosystems and Smart Data

4 Sustainability

5 Treasury and Refinancing

6 Human Resources Management

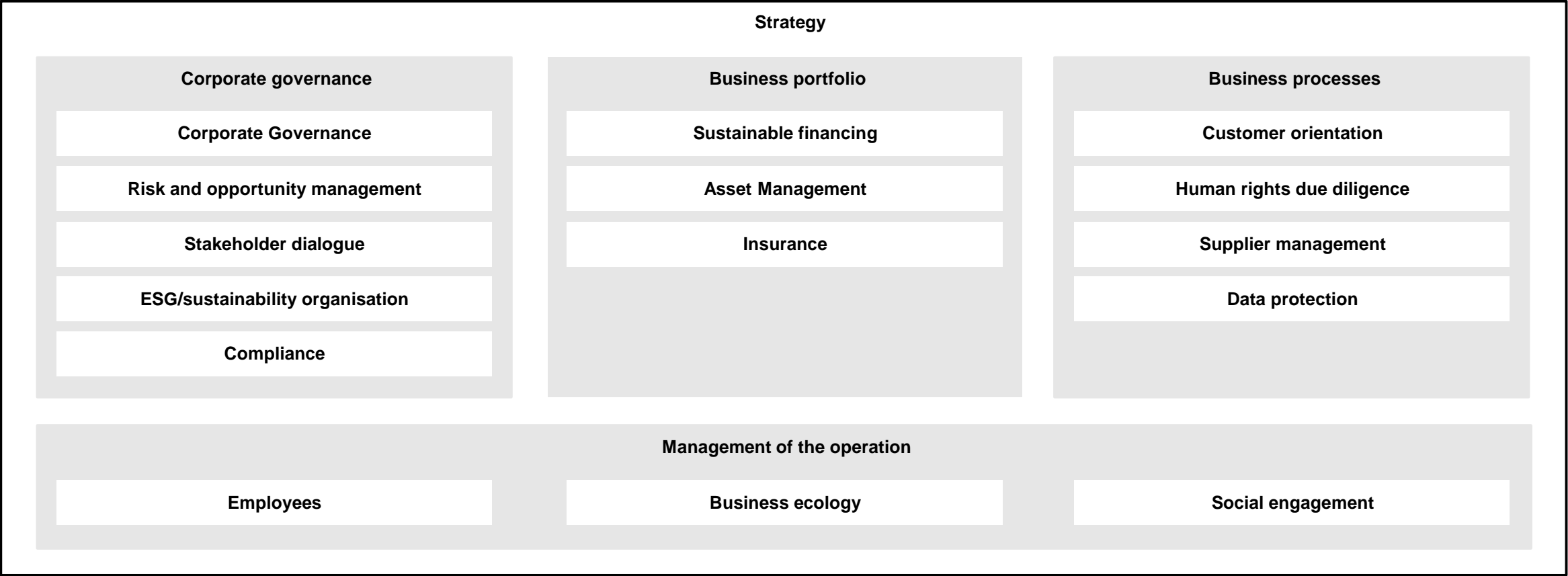
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a Optimisation Purchasing

b Optimisation IT / Shared Services

DZ BANK Works on the Topic of Sustainability Holistically and with High Priority

Overview of the fields of action / NH framework



Building on a solid foundation, the DZ BANK Group continues to enhance its sustainability profile

Strategic activities



- Top priority and governance at CEO level



- Sustainability program management: overall management of the program (including further development of the sector targets and climate target management)



- Sustainability focus topics: strategic and overarching topics (including sustainability impact transparency and sustainability product framework)



- Sustainability analytics and sustainability lending requirements: methods relating to greenhouse gas footprints and ESG risks



- Sustainability regulation: expectations of the regulatory authorities and implementation of legal requirements such as the EU Taxonomy and the German Supply Chain Due Diligence Act (LkSG)



- Capture of sustainability data: technical implementation of the functional sustainability requirements with regard to data capture and refinement of the design of the ESG data frontend

- Sustainability data and infrastructure: further development of the sustainability data domains in the federated data lake (Flake), overarching sourcing of sustainability data, and ongoing updating of the sustainability architecture

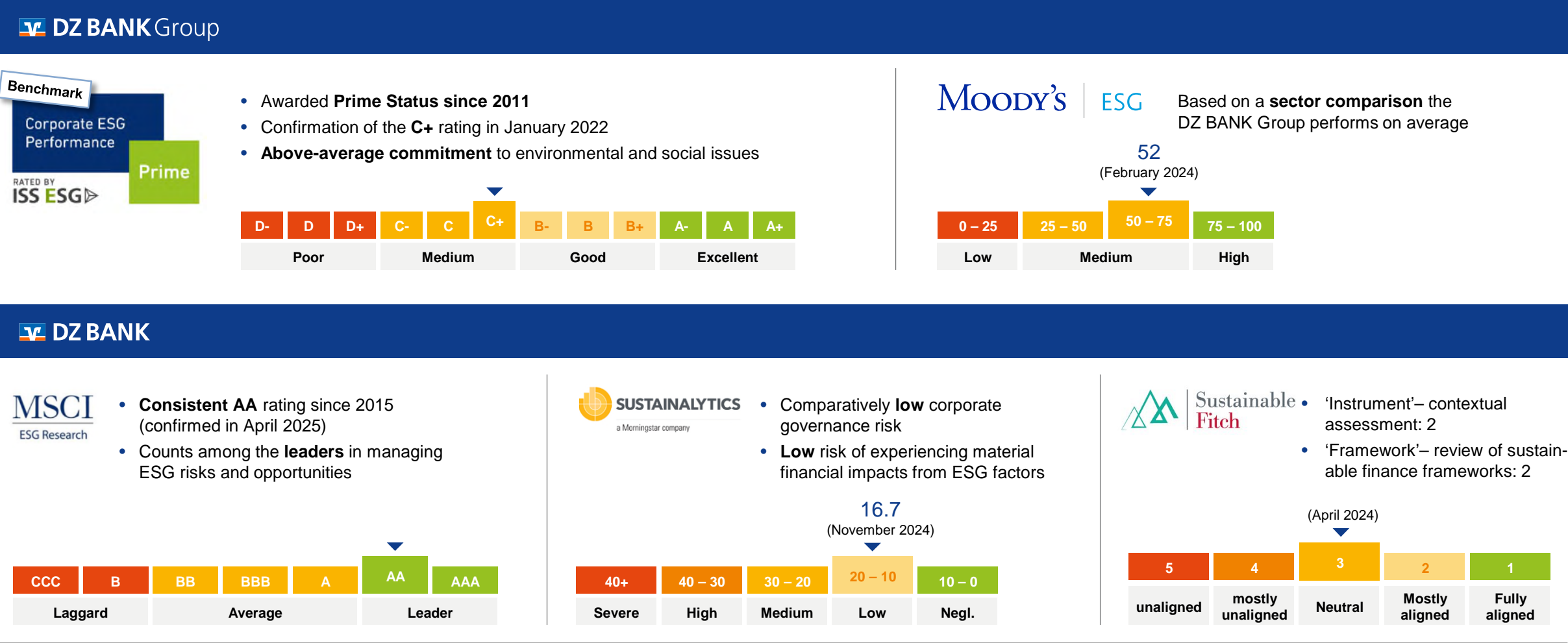
- CSRD reporting: implementation of CSRD reporting, including environmental, social, and corporate governance standards

DZ BANK formulates concrete, measurable targets for sustainability

E, S or G	Subject	Goal	Actual 31.12.2024	Target value	Target year
Comprehensive	Portfolio (DZ BANK AG) ¹	Expanding positive SDG contributions	63,4% ¹	2/3	2026
	Rating	Maintain current ISS ESG and MSCI rating	ISS: C+ (Group) MSCI: AA (AG)	hold	permanent
Environment (E)	Portfolio (DZ BANK AG)	Increase RE financing volume ²	€ 7.9 billion	€ 7.1 billion	2026
	Portfolio ³ (DZ BANK banking group)	Climate target energy	95.97 kg CO ₂ e/MWh ³	107 78	2025 2030
		Automotive climate target	0.133 kg CO ₂ e/km ³	0,14 0,11	2025 2030
		Steel climate target	1.246 kg CO ₂ e/kg ³	1,05 0,92	2025 2030
		Climate target cement	0.64 kg CO ₂ e/kg ³	0,60 0,53	2025 2030
		Aviation climate target	0.098 kg CO ₂ e/pkm ³	0,096 0,076	2025 2030
		Shipping as a climate target	8.90 gCO ₂ /dwt nm or gt nm ³	8,86 8,44 ⁴	2025 2030
		Climate target Commercial properties	39.00 kg CO ₂ e/m a ₂ ²³	38,15 26,01	2026 2030
		Climate target Private properties	43.67 kg CO ₂ e/m a ₂ ²³	38,98 27,63	2026 2030
		Climate target for chemicals	0.2123 kg CO ₂ /€ ³	0,2011 0,1907	2027 2030
		Fossil fuel climate target	1,700 MT CO ₂ e ³	1,59 1,45	2027 2030
	Portfolio (Union Investment)	Sustainable share of total Assets under management	23,7% (Q3 2024) ³	26,7 %	2025
	Operations (DZ BANK Group)	Reduce operational CO2 emissions	- The level of operational emissions is currently being recalculated -	Climate neutrality	2045
Social (S)	Operations (DZ BANK AG)	Employee satisfaction: Organisational Commitment Index	82%	>70%	permanent
Governance (G)	Operation	Percentage of women in management bodies			
		- DZ BANK AG Board of Managing Directors - DZ BANK AG Supervisory Board - DZ BANK AG all levels - DZ BANK Group Board of Managing Directors	25% 25% 25,3% 24,3%	25% 25% 25% 30%	2025 ⁵ 2025 ⁵ 2030 2030

1. corporate customer lending business, actual value as at 30 June 2024 2. definition according to the risk report within the (Group) management report of DZ BANK AG and DZ BANK Group 3. banking book excl. funds, actual values in each case as at 30 June 2024 4. in the shipping sector, the Poseidon Principles are used as a methodology that specifies targets per ship class and size. The alignment is measured as the relative distance to the decarbonisation target per ship type and size. The target for shipping was formulated as physical emission intensity for reasons of consistency 5. in accordance with DZ BANK AG's Diversity Guideline VS and AR valid until 31 December 2027

DZ BANK Rating Overview – Sustainability Ratings



DZ BANK is involved in numerous associations and maintains a lively dialogue with various stakeholders

Stakeholder groups and forms of dialogue		Memberships in sustainability-related initiatives	
Cooperative banks	<ul style="list-style-type: none"> Five regional bank advisory boards throughout the year and autumn conferences Annual Central Advisory Board of the DZ BANK Group for the involvement of cooperative banks in strategic decisions with a focus theme Annual Sustainability Meeting for cooperative banks, jointly organized by DZ BANK, Atruvia AG, and the National Association of German Cooperative Banks 	   	
Institutional investors	<ul style="list-style-type: none"> Information and awareness-raising through lectures and roadshows with a focus on sustainability Regular exchange between church banks and the central sustainability team of DZ BANK as well as participation in the commitment dialogue of the Church Investors Working Group 	  	
Customers	<ul style="list-style-type: none"> Systematic and regular customer expectation and satisfaction surveys 	  	
Employees	<ul style="list-style-type: none"> Online employee satisfaction survey with the “Pulse Check” as well as other dialogue formats 	 	
Public	<ul style="list-style-type: none"> Personal handling and review of requests and concerns from NGOs etc. 	 	

The DZ BANK is collaborating with cooperative banks, Atruvia AG, and the National Association of German Cooperative Banks on the action fields of the strategy agenda and other strategically relevant topics such as sustainability.

DZ BANK Group's risk management



Objectives

- Identify risks at an early stage,
- Assess their financial implications,
- Implement measures to avoid or mitigate these risks



Governance

- The Group Risk and Finance Committee is the central risk management committee of the DZ BANK
- The members of this committee include the relevant executives at DZ BANK responsible for finance, risk, and treasury as well as executives at various group entities.

Risk Management of sustainability-related risks



Background

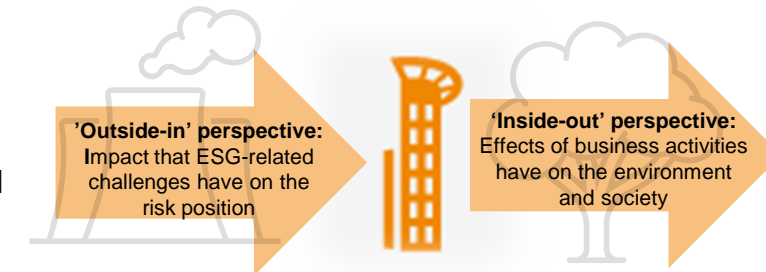
Based on regulatory recommendations such as the Guidance Notice on Dealing with Sustainability Risks issued by BaFin, the DZ BANK Group does not classify sustainability risk as a risk type in its own right. Instead, sustainability-related risks are reflected on the group risk map as facets of established financial and non-financial risk types. P



ESG-Risks

- Climate-related and environmental, social, and corporate governance risks (ESG risks) have been identified as material overarching factors that pose predominantly medium-term and long-term risks to the DZ BANK Group.
- The focus is currently on climate-related and environmental risks resulting from climate change. These risks comprise both
 - physical risks, such as more occurrences of natural disasters and floods
 - transition risks, which can arise particularly as a result of legislative initiatives and changes in consumer behavior
- physical and transition risks from the climate and environmental sphere materialize in areas such as credit risk, reputational risk, operational risk, and actuarial risk.

Sustainability-related risks and implications are analyzed from two perspectives:



2. Environment

DZ BANK Green Bonds



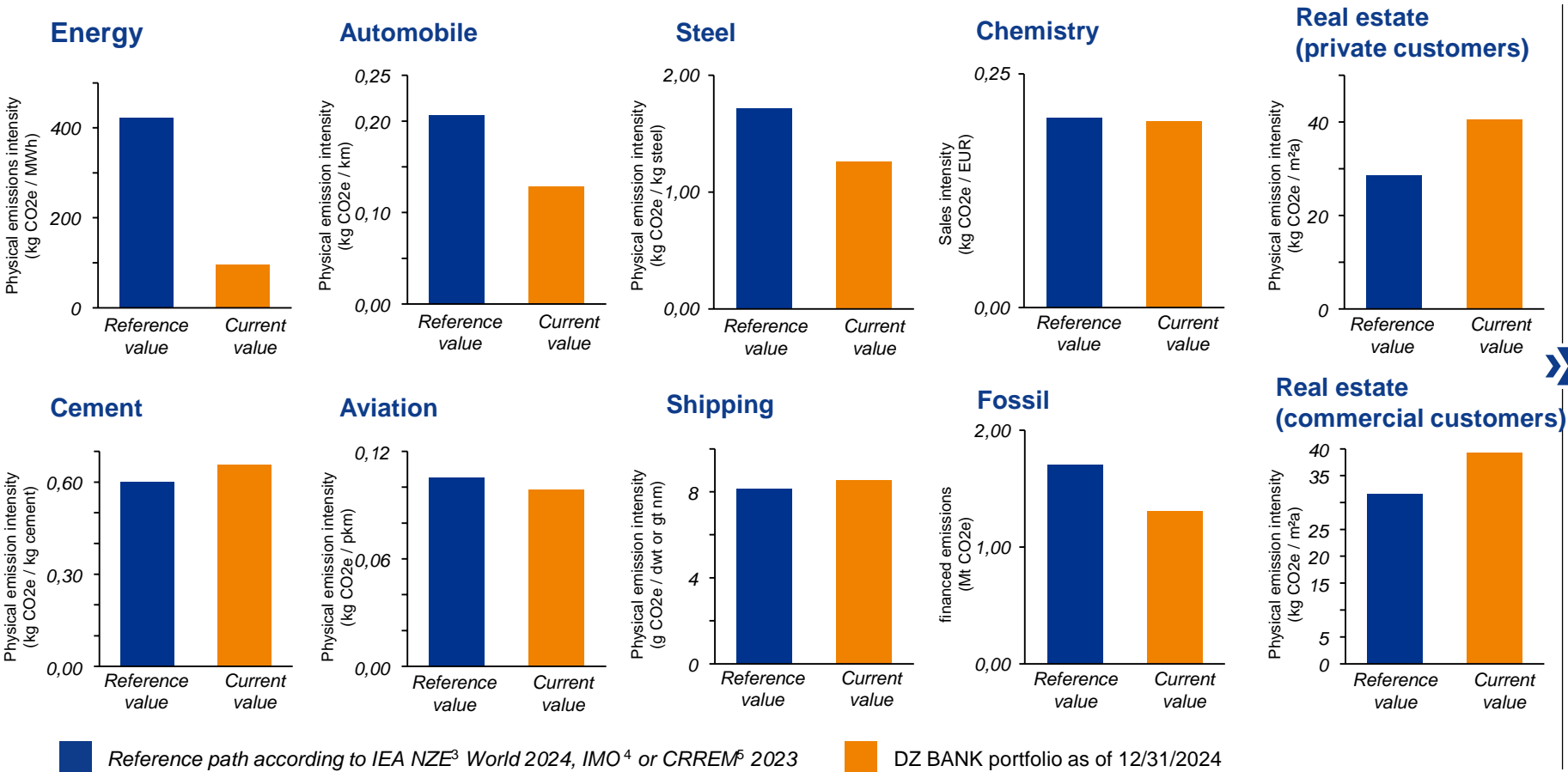
- DZ BANK has been active in the sustainable bonds segment since 2013 and is **one of the leading European underwriters** for these assets
- Since 2018, DZ BANK also issues **own Green Bonds**, structured in compliance with the International Capital Market Associations (ICMA) Green Bond Principles
- The **Green Asset Pool** consists of projects, which are by international standards clearly defined as sustainable
- The **Green Evaluations** have been performed by S&P Global Ratings – achieving a very high environmental rating
- In its **regular reporting**, DZ BANK gives transparency on the allocation and the positive environmental impact of the bonds

Issuance profiles

	Green Bond 2018	Green Bond 2020	Green Bond 2021
Format	Senior Preferred Bond	Senior Non-Preferred Bond	Senior Non-Preferred Bond
Principal amount	€ 250 mln.	€ 250 mln.	€ 300 mln.
Denomination	€ 100,000	€ 100,000	€ 100,000
Settlement Day	02.10.2018	08.12.2020	17.11.2021
Coupon	0.5% p.a.	0.05% p.a.	0.40% p.a.
Maturity	5 years	7 years	7 years
Green Evaluation	E1/85 (S&P)	E1/87 (S&P)	n.a.
Green Transaction Evaluation / Framework Alignment Opinion	n.a.	n.a.	Environmental Benefit Score 86/100 with strong governance and reporting opinion (S&P)
Use of proceeds	Focus on onshore wind energy in Germany	Primary focus on onshore wind energy in the USA and Canada	Primary Focus on offshore wind energy in Europe
Listing	Luxembourg (Green Exchange LGX) and Frankfurt	Luxembourg (Green Exchange LGX) and Frankfurt	Luxembourg (Green Exchange LGX) and Frankfurt

Further information and documents can be found under: www.dzbank.com/green-bonds

Sustainability - climate alignment: expansion of the climate target to include the chemicals and fossil fuel sectors in 2024



Objective of DZ BANK AG: The objective of DZ BANK is to align the financing portfolio¹ with the 1.5 degree target and the "Net-Zero Future" mission statement. DZ BANK is actively supporting its customers in their transformation.

Methodology: DZ BANK AG follows the PACTA² methodology and uses the Net-Zero 2050 climate pathways of the International Energy Agency (IEA³) and the IMO⁴ for shipping and CRREM⁵ for real estate.

Sector focus: The climate target was expanded in 2024. The chemical and fossil fuel sectors have been added to the sectors already published.

Publication: The decarbonization targets are published in the Group Management Report (Annual Report DZ BANK Group 2024), Chapter VII Sustainability Report.

Energy = production Scope 1; Automotive = OEMs Scope 3; Steel = production Scope 1-2; Chemicals = basic and specialty chemicals, pharmaceuticals Scope 1; Cement = production Scope 1-2; Aviation = airlines Scope 1; Shipping = ship owner and operator Scope 1; Fossil = oil & gas extraction & production Scope3; Real estate = owner Scope 1-2;

1. the basis for the relevant business partners in the focus sectors is financing in the banking book (corporate and project financing). All balance sheet-relevant transactions of a financing nature are considered, e.g. loans with drawn payments or bonds; 2. Paris Agreement Capital Transition Assessment; 3. IEA = International Energy Agency; NZE = Net Zero Emissions; 4. International Maritime Organization; 5. Carbon Risk Real Estate Monitor

The "Position Paper Climate and Environment" formulates DZ BANK Group's contribution to limiting climate change

Core business

The DZ BANK Group aims to optimally implement the task of transforming towards a sustainable economy, also in order to secure the Group's viability and remain economically profitable.

Operations

A group-wide climate strategy that stipulates climate neutrality in its own operations by 2045 at the latest as a minimum target

Sustainable products, services and solutions of the DZ BANK Group

The DZ BANK Group has a comprehensive range of financial products and services offered by the cooperative financial network, which comprises various business models within a single group.

Bank

- Numerous financial products that consider environmental, social, and ethical criteria and support corporate transformation efforts with regard to sustainability.
- Overarching sustainability advisory services (ESG Advisory, Sustainable Finance Advisory)
- ESG scoring and data tools

Asset Management

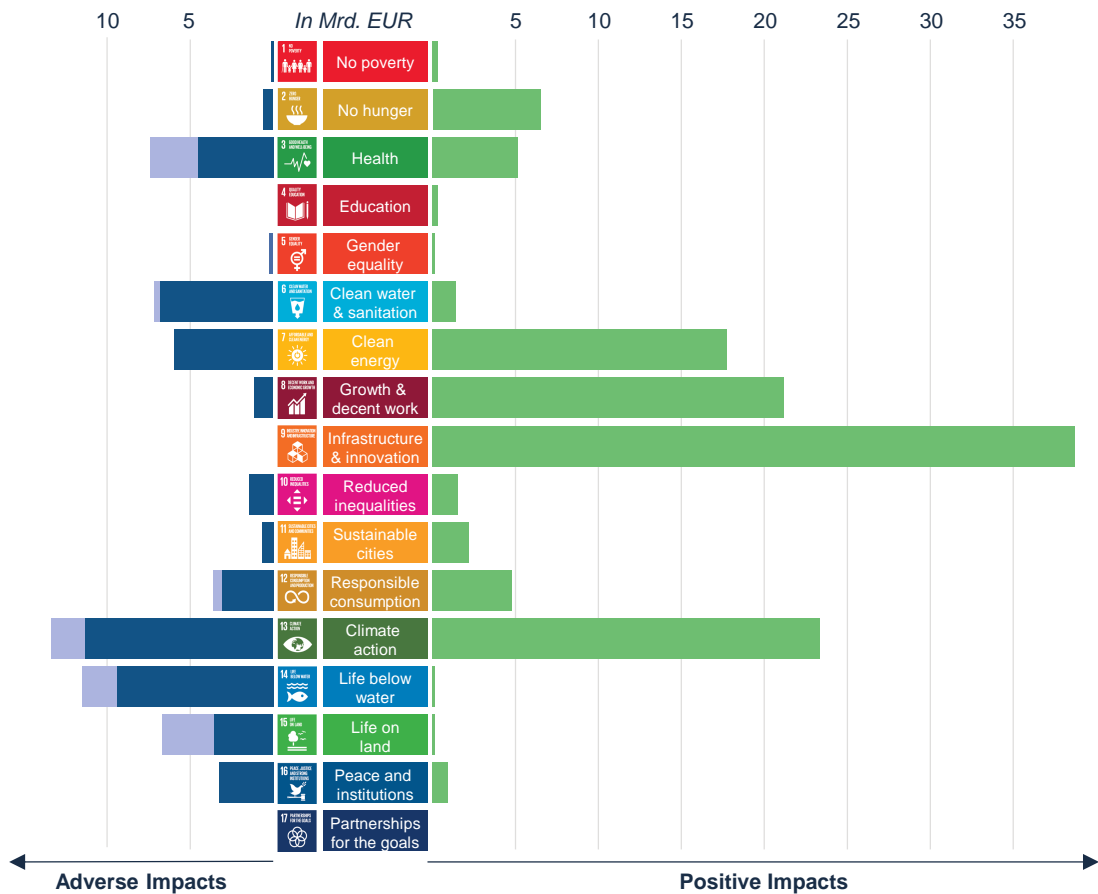
- ESG aspects are integrated into the investment processes
- Regular dialogues with companies on relevant ESG issues and risks
- Proxy voting is understood as the exertion of influence on the corporate management and business policy of stock corporations

Insurance

- Fund-linked pension insurance
- E-Mobility insurance solutions
- Environmental liability and environmental impairment insurance
- Renewable energy competence center

Sustainability Impact Classification: About 2/3 of DZ BANK AG's loan portfolio has a positive impact on the SDGs

Portfolio impact on the 17 UN-SDGs



SDG indicators approach to impact classification

For 2024, the SDG classification of the analyzed portfolio was carried out in full using a **software-based tool** developed by DZ BANK.

The analysis was conducted as of December 31, 2024, for the portfolio volume of the classification portfolio under consideration^(a) amounting to €100.4 billion (previous year: €93.1 billion). – **63%** already have a **positive impact** on at least one SDG, **24%** have **adverse effects**, and approximately **27%** are **neutral**.

The **largest positive NH impacts** are in **climate, infrastructure & innovation, and economic growth** - the positive impacts are driven by renewable energy financing, retail, electricity, among others.

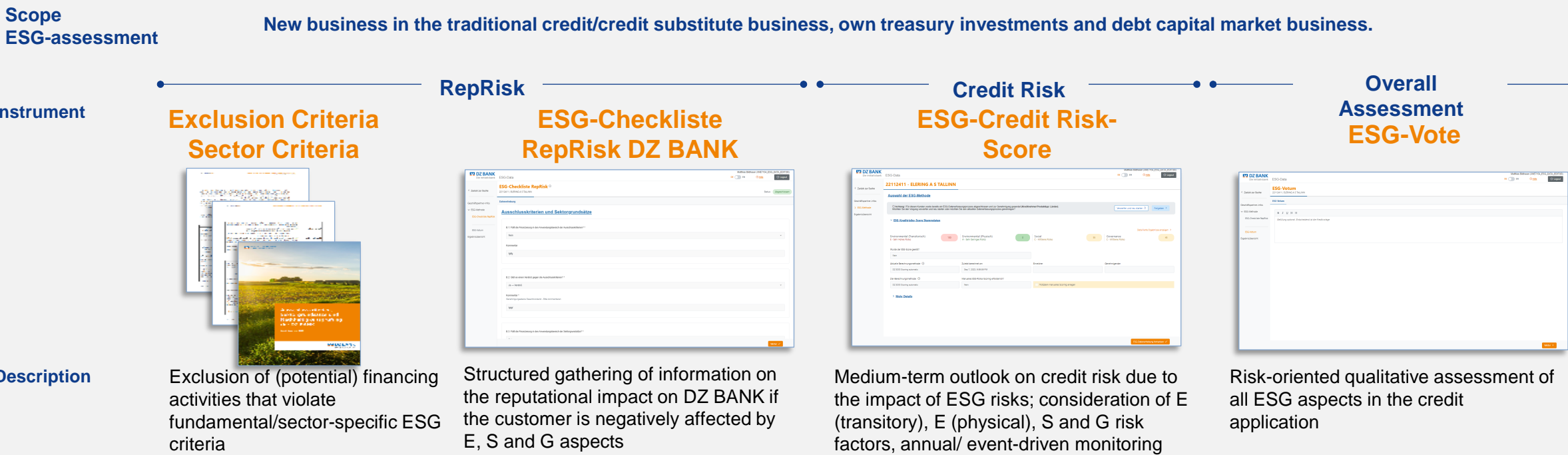
The analysis of the loan portfolio also revealed **neutral and adverse sustainability impacts**. DZ BANK analyzes these impacts and derives measures from them; in particular, **the transformation processes of customers toward avoiding negative impacts are to be actively supported**.

(a) The classified portfolio comprises corporate client credit business, primarily by the business units „Corporate Clients“ and „Structured Finance“

Responsibility is particularly important for DZ BANK AG, especially in lending

ESG instruments in the credit process address both, the reputational and the credit risk perspective









The **four key elements of the sustainability assessment** ((i) exclusion criteria and sector principles, (ii) ESG checklist RepRisk DZ BANK, (iii) ESG credit risk score, (iv) overall assessment of sustainability risks in the ESG vote) are checked at DZ BANK using a **standardized company-wide procedure**.



Exclusion criteria and sector principles

Overarching exclusion criteria apply in the DZ BANK Group. In addition, DZ BANK AG also applies defined sector principles.

Exclusion criteria

-  Value chain for thermal coal
-  Oil/gas production
-  Nuclear energy
-  Controversial weapons
-  Weapons from / for non-NATO / EEA / EFTA countries
-  Significant environmental hazards
-  Deforestation
-  Pornography or comparable industry
-  Controversial gambling
-  Human/labor rights violations
-  Trade in endangered animal and plant species
-  Trade in conflict materials (especially raw materials)

Sector principles

- | | |
|--|--|
| Dams | List of the extent to which the recommendations of the World Commission on Dams (WCD) are taken into account |
| Raw materials industry | Compliance with international conventions such as the standards of the International Labour Organization (ILO) Compliance with or reference to optimal production processes, such as those that minimize environmental pollution from the extraction process of raw materials or exclude the use of toxic substances |
| Forestry | Application of the revised version of the World Bank standards (WN OP 4.36, 2013) for all areas of forestry (forestry work, timber extraction, logging, forestry operations) |
| Fishing & Maritime industry | Marine Stewardship Council (MSC) certifications of recognized equivalent standards (fisheries) or compliance with IMO regulations as well as proof of construction/operation and maintenance quality (maritime industry) |
| Palm oil | Membership of the Round Table for Sustainable Palm Oil (RSPO) or an equivalent organization; submission of a "The No-deforestation, No-peat and No-exploitation" (NDPE) policy; full traceability back to the plantations of origin and full RSPO certification for the entire palm oil volume by 2030 |
| Agriculture | Compliance with the principles of Free Prior and Informed Consent (FPIC); compliance with the requirements of national fertilizer legislation, the Plant Protection Act and the Application Ordinance, as well as the Animal Welfare and Livestock Farming Ordinance; reduction of water consumption; support primarily for farms that operate in accordance with the European Common Agricultural Policy and pursue the principle of a circular economy |

The DZ BANK Group's environmental management

Excerpt of the measures to reduce emissions



Mobilität

- Climate-friendly mobility for staff travel, e.g. through travel allowances for staff who use public transport/railway
- Climate-friendly mobility for business trips, e.g. by reducing the need to travel through the increased use of digital methods
- Climate-friendly mobility in the fleet, e.g. through CO2 limits for new vehicles in car policy and use of e-vehicles



Energie

- Reduction of heating/cooling energy consumption e.g. through energy-efficient renovation of buildings (windows, facades, blinds, etc.)
- Supplying the locations with environmentally friendly district heating and eco electricity from renewable energies



Material

- Reduction of materials used, e.g. paper consumption, through the introduction of electronic document management systems.



- Further development of waste management, e.g. through standardisation of waste management to facilitate recycling of reusable materials

3. Social

Social sustainability in the DZ BANK Group

Responsible employers



Employer attractiveness

- Promotion of employer attractiveness through measures that improve working conditions and increase satisfaction, e.g. fair remuneration, attractive prospects for individual development or flexible working time models, for work-life balance
- Positioning the employer brand using an employer branding strategy to retain employees and ensure future viability as a bancassurance provider



Employee development

- Promotion of professional skills and career opportunities through targeted further training and individual personnel development measures
- Maintaining, adapting and expanding the qualifications of employees in a changing working environment
- Securing, supporting and developing employees' career prospects, e.g. also after career breaks such as parental leave or voluntary work



Diversity and equal opportunities

- Promotion of diversity and equal opportunities, e.g. signing the Diversity Charter, joint quota for women at Management Board level or guidelines on diversity
- Create an inclusive working environment: Support through measures such as work-life balance offers, flexible working forms and hours or Group-wide inclusion agreement
- Support for a prejudice-free working environment, e.g. through visible internal networks and communities



Remuneration and social protection

- Fair and performance-related remuneration: ensuring the financial security of employees through a Group-wide remuneration strategy and collective agreements to protect against discrimination
- Regular internal analyses of remuneration to uncover possible discrimination and compliance with the German Remuneration Transparency Act (EntgTranspG)
- Additional benefits beyond the statutory framework, e.g. group accident insurance, anniversary payments or travel allowances



Health and safety at work

- Physical and mental health protection and occupational safety in the workplace, e.g. by carrying out risk assessments
- Training to comply with legal requirements that contribute to health and safety and support a positive working environment
- Preventive health services to maintain health, increase motivation and minimize negative effects such as increased sickness and absence days

DZ BANK AG offers a dynamic, inclusive and progressive working environment

The strategy defined as part of Verbund First 4.0...

Promoting cultural change across divisions

- Departmental dialogs
- Management conferences and management dialogs
- Fit4Leadership
- PFP+/ PFP Growth

Further development of diversity management

- Participation in the CSD in Frankfurt
- Offers for Diversity Week
- Support for the Diversity Working Group
- CSRD reporting obligations for DZ BANK AG and DZ BANK Group

Supporting mobile and modern working conditions

- Further development of opportunities to work abroad.
- Company agreement on "Sabbatical."
- Continuing rollout of New Work incl. change support

Enhancement of employer attractiveness

- Company fitness
- Travel allowance (Germany ticket)
- Extension of the social plan
- Establishment of brand ambassadors
- Strengthening voluntary commitment

HR Communication

- Continuous communication on the intranet and social media platforms:
- Employee survey „Pulscheck“
 - Feedback tools
 - HR topic specials: generations, diversity, etc.



With the introduction of Verbund First 4.0, the "Corporate Culture" implementation package was defined bank-wide to promote culture and performance. Measures are continuously defined and implemented on this basis.

... ensures top positions in the relevant rankings



Departmental dialogs, participation in the CSD in Frankfurt, a Group-wide agreement on inclusion and the development of suitable elements for employee retention for all age groups are aspects of social sustainability and guiding principles of the HR strategy.

DZ BANK creates a framework for a prejudice-free working environment

DZ BANK AG is committed to diversity and inclusion through...

1



charta der vielfalt

UNTERZEICHNET

...the **signing of the Diversity Charter** in 2011 and the associated commitment to promoting diversity

2



...the **signing of the DZ BANK Group's Letter of Intent** in 2012 to actively promote women in day-to-day corporate life

3



...the **Code of Conduct** with which the **women's network "Das NetZ"**, founded in 2011, advocates for more women in specialist and management positions

4



#vielfalt

...the **diversity working group** consisting of various employees who are convinced that diversity is an essential part of a successful corporate culture, that has been active since 2021

5



...the **Queer Community & Friends (QCF)**, which has been creating a visible offering for queer people since 2023 and is committed to ensuring that all employees are accepted for who they are

6



...**KaleiDoZscope** the intercultural network for ethnic, cultural and religious diversity, which has been active since 2024

7



...the cooperation with **Prout@Work** to provide strategic advice to the QCF in order to raise awareness of the issues of queerness and coming out in the workplace

8



...**Diversity policy for employees** as a sign of equal treatment for all employees

» Around 600 employees are currently committed to diversity topics at DZ BANK AG



Human rights due diligence

DZ BANK ensures the observance of human rights through...

1



... the **signing of the UN Global Compact** and the associated commitment to the protection of international human rights.

2



... the **Code of Conduct of the DZ BANK Group**, in which the Group companies commit to democracy, tolerance, equal opportunities and human rights.

3



... the **Human Rights Guideline of the DZ BANK Group** specifies the content listed in the Code of Conduct on the topic of human rights.

4



...**anchoring in the business activities of the group companies**, e.g. in the purchasing processes of the DZ BANK Group or in the lending process of DZ BANK.

Exemplary consideration of human rights on the basis of the lending process

- At DZ BANK, loan enquiries are systematically checked for **relevant sustainability aspects as part of the loan screening process**.
- Using a **sustainability checklist** based on the **10 principles of the UN Global Compact** and the Equator Principles, all relevant influencing factors are assessed with regard to social, ethical and ecological risks.
- **As a matter of principle**, the financing of companies that **violate internationally recognised human and labour rights is excluded**.
- We train all employees entrusted with financing requests on sustainability, using diverse and developed formats such as training courses and manuals. A comprehensive sustainability-related training concept is also currently being developed.

Social commitment of DZ BANK

Wide-ranging activities with a focus on “education”



DZ BANK Foundation

In accordance with its statutes, the **DZ BANK Foundation** is dedicated to promoting science and research in the field of banking and finance as well as in the field of cooperative banking. In addition, the foundation promotes education, focusing in particular on the primary school and academic sector. The promotion of democratic government is also purpose of the statutes.



„Deutschland-stipendium“ Scholarship

The DZ BANK Foundation has been supporting talented and high-achieving scholarship holders through the **Deutschland-stipendium** since 2012. The support is concentrated on **universities** which focus on the fields of economic, computer science or law. The foundation also awards scholarships to the **Frankfurt University of Music and Performing Arts**.



Senckenberg Museum Frankfurt

The DZ BANK Foundation has supported the expansion of the **Senckenberg Museum** in relation to their exhibition space "**Marine Research**" and "**Deep Sea**" as well as the exhibition project "**Edmond 2.0**". The expansion of the **Aha?! Science Lab** is currently being funded together with other Frankfurt foundations. This shows that both diversity and sustainability are key principles of the Volksbanken Raiffeisenbanken cooperative financial network.



Aktive Citizenship Foundation

Active Citizenship is the competence centre for civic engagement of the Volksbanken Raiffeisenbanken cooperative financial network. Active Citizenship has been supporting civic engagement and non-profit organisations since 1997.

Cultural commitment of DZ BANK

Art Promotion

Promote · Exhibit · Mediate



After almost 30 years, the DZ BANK Art Collection has been placed in the care of a foundation set up specifically for this purpose, reflecting the growing importance of the collection. The **DZ BANK Art Foundation's** mission is to communicate art and culture to the public through exhibitions and events.

DZ BANK Art Collection

The **DZ BANK Art Collection** was founded in 1993 and is the corporate collection of DZ BANK AG, based in Frankfurt am Main. It has two main focuses: The first focuses on photographic forms of expression from 1945 to the present and includes 10,000 works by almost 1,100 international artists. Another was added in 2016 with around 1,500 works of art and includes classical genres such as painting and sculpture. This part of the collection consists primarily of works by professors and graduates of the art academies in Düsseldorf and Münster.



KIT – Kunst im Tunnel

The DZ BANK Art Foundation sponsors an exhibition every two years at **KIT - Kunst im Tunnel** in Düsseldorf. Alternately, works by artists from the Düsseldorf and Münster art academies are presented to a broad public.

Scholarship

Every two years, the DZ BANK Art Foundation awards a **sponsorship scholarship** aimed to artists of all ages who work with photographic forms of expression. Participants are nominated on the basis of proposals from a jury of seven experts, which is reconstituted for each year.



The **Städel Museum** in Frankfurt and DZ BANK are linked by a long partnership that has repeatedly developed new ways of cooperation between business and art. As part of its 125th anniversary in 2008, DZ BANK donated over 200 photographic works from its art collection to the Städel Museum in Frankfurt. The selected works have become the property of the Städel Museum. The basis for this is a limited liability company held on a parity basis, which is the owner of the works of art and whose sole purpose is the permanent transfer of the works to the museum.

Various Engagements in the areas of visual and performing arts, as well as music



Kunstakademie Düsseldorf



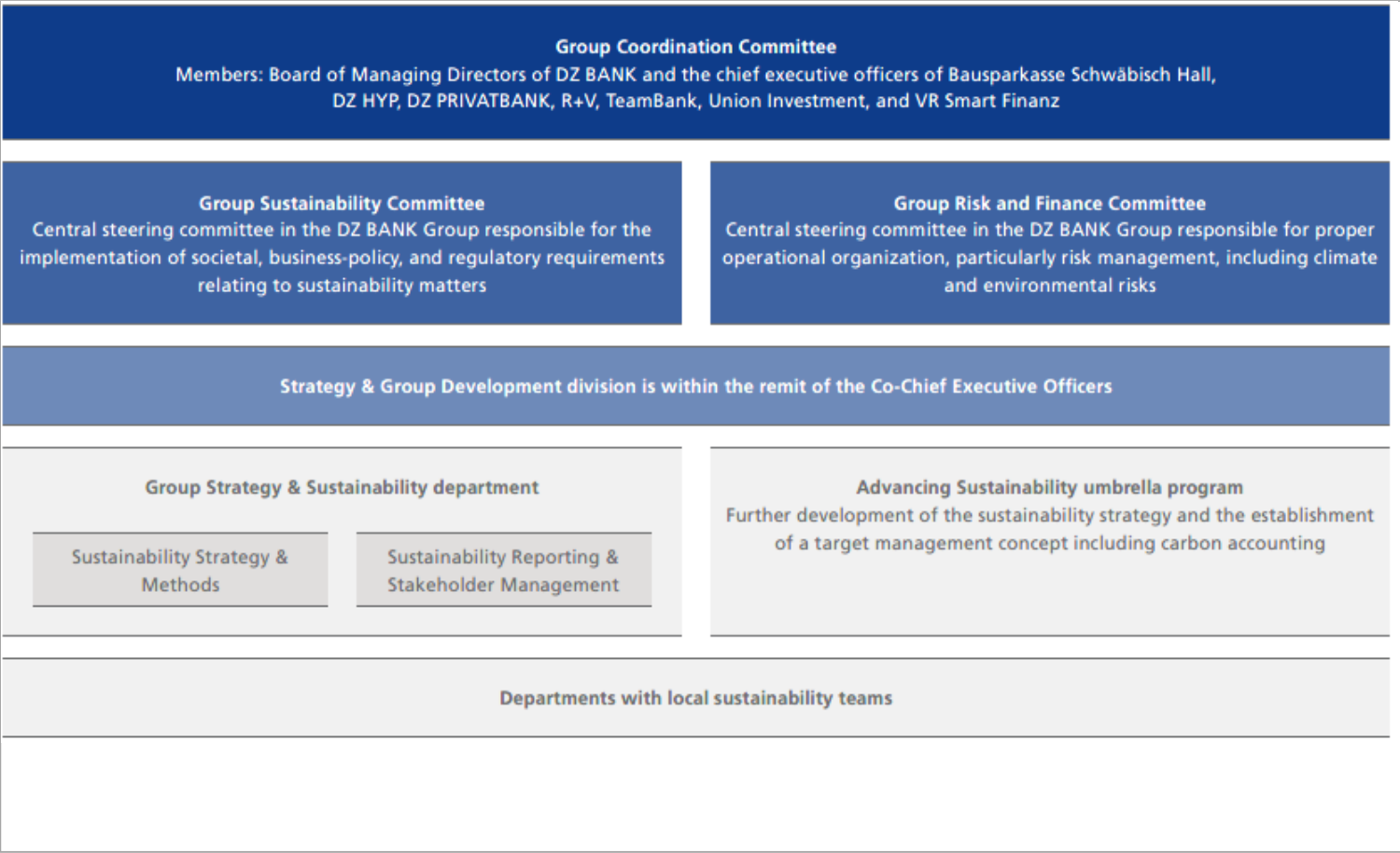
Hochschule für Musik und Darstellende Kunst Frankfurt am Main



4. Governance

Sustainability is anchored in various committees of the DZ BANK Group

Sustainability-related steering committees of DZ BANK Group



- The **Group Sustainability Committee (GSC)** at the level of the **Board of Managing Directors** focuses on the management and implementation of sustainability in the DZ BANK Group.
- The **sustainability coordination committee** made up of the sustainability officers in the management units. The sustainability coordination committee is an **operational committee that is subordinate to the GSC** and provides a platform for the sharing of information on the latest sustainability-related developments and activities across the group.
- The **GSC reports regularly to the Group Coordination Committee, the highest-level management and coordination committee in the DZ BANK Group**, whose members comprise the Board of Managing Directors of DZ BANK and the chief executive officers of Bausparkasse Schwäbisch Hall, DZ HYP, DZ PRIVATBANK, R+V, TeamBank, Union Investment, and VR Smart Finanz.

Group Sustainability Committee (GSC) - coordinates the sustainability activities in the DZ BANK Group

- In order to intensify communication on the topic of sustainability in the DZ BANK Group, the **Group Corporate Responsibility Committee (CRC)** was established in 2014.
- In the 2020 financial year a decision was made to further develop the Group CRC into a body with **board participation**.
- The Group Corporate Responsibility Committee (Group CRC) was renamed the **Group Sustainability Committee (GSC)**
- Since January 2023, the Group Sustainability Committee (GSC) at the level of the Board of Managing Directors has focused on the **implementation of sustainability** in the DZ BANK Group and, going forward, will be the **central steering committee** within the DZ BANK Group

Structure



Participants: members of the management boards of Group companies of the DZ BANK Group



Quarterly Meetings of the committee members



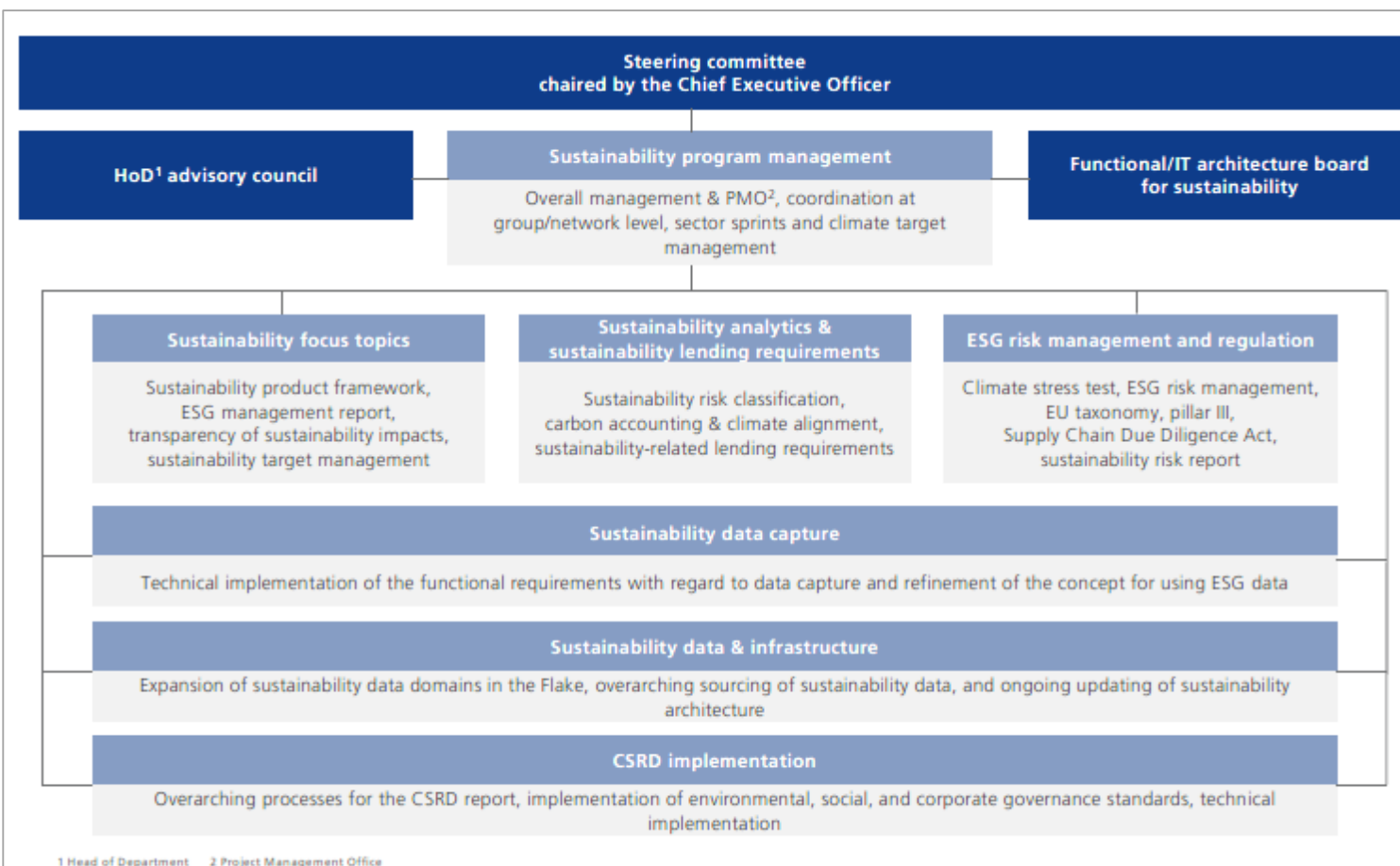
The organizational support is the responsibility of DZ BANK AG

Tasks

- "Impulse generator" for the DZ BANK Group
- Monitoring and communication of target achievement of the key topics,
- Focus topics are selected according to current fields of action of the Group companies, stakeholder feedback and political and regulatory developments and include group-wide minimum standards, regular monitoring/screening, proactive approach to climate protection.
- The management of the Group CRC reports regularly to the Group Coordination Committee, the highest decision-making body of the DZ BANK Group.

Umbrella program „Advancing Sustainability“

Umbrella program „Advancing sustainability“ of DZ BANK

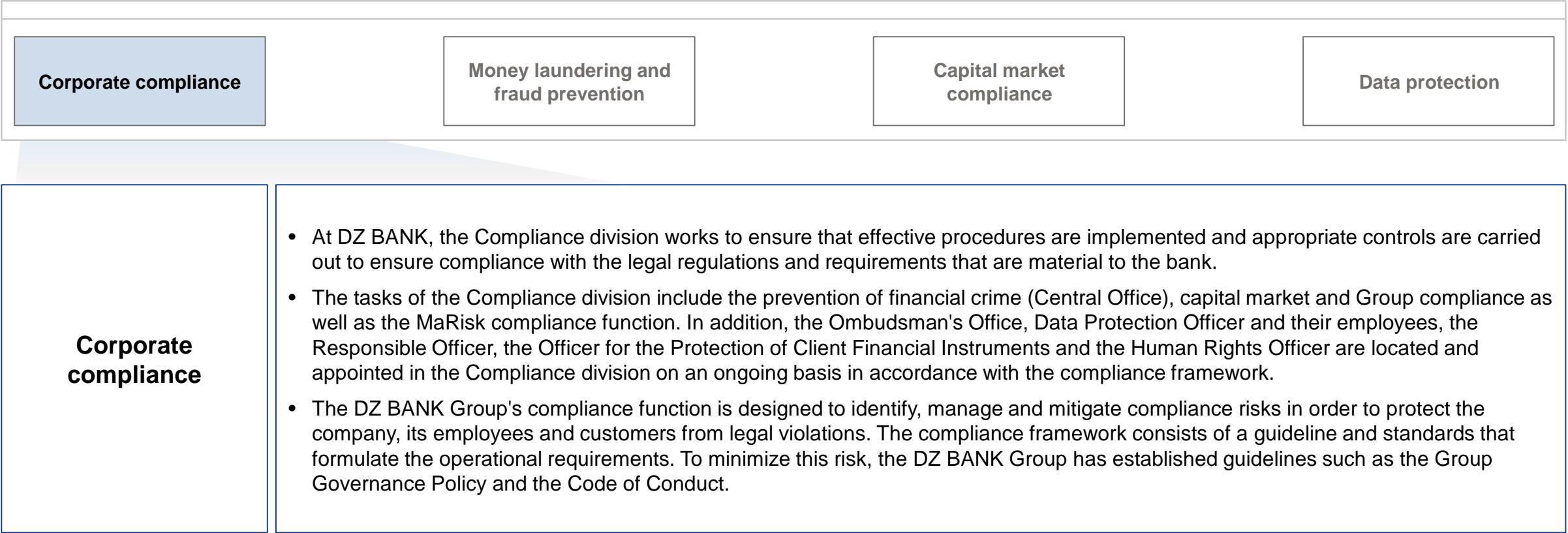


Progress made and focus for 2025

- **NH data base expanded**, particularly in the context of climate alignment and CO₂ accounting
- **Climate targets** for DZ BANK AG & institutional group developed within the scope of sector sprints for CO₂-intensive sectors
- Extended ESG instruments integrated into planning and credit processes as well as risk management
- Implementation of a central NH data collection platform **ESG-Data** and establishment of NH data storage (NH data domain in the Data Lake)
- Internal and external **reporting on ESG metrics** established or expanded (e.g., voluntary sustainability reporting according to ESRS)
- In 2025, work on all topics will continue, with the focus on **implementing additional regulatory and legal requirements**

Compliance forms the essential basis of responsible corporate governance

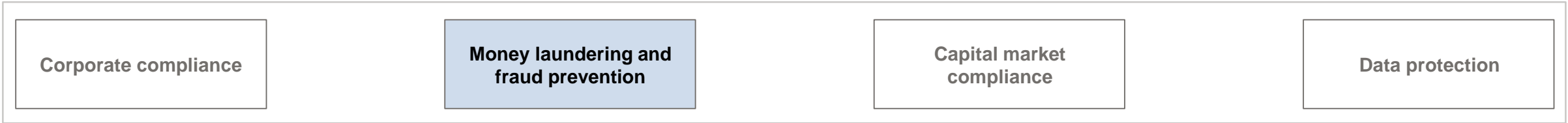
Areas of responsibility of the Compliance department



The prevention of financial crime is one of the central tasks of DZ BANK's compliance function

The DZ BANK Group follows the 10 principles for responsible business
DZ BANK Group by joining the United Nations Global Compact

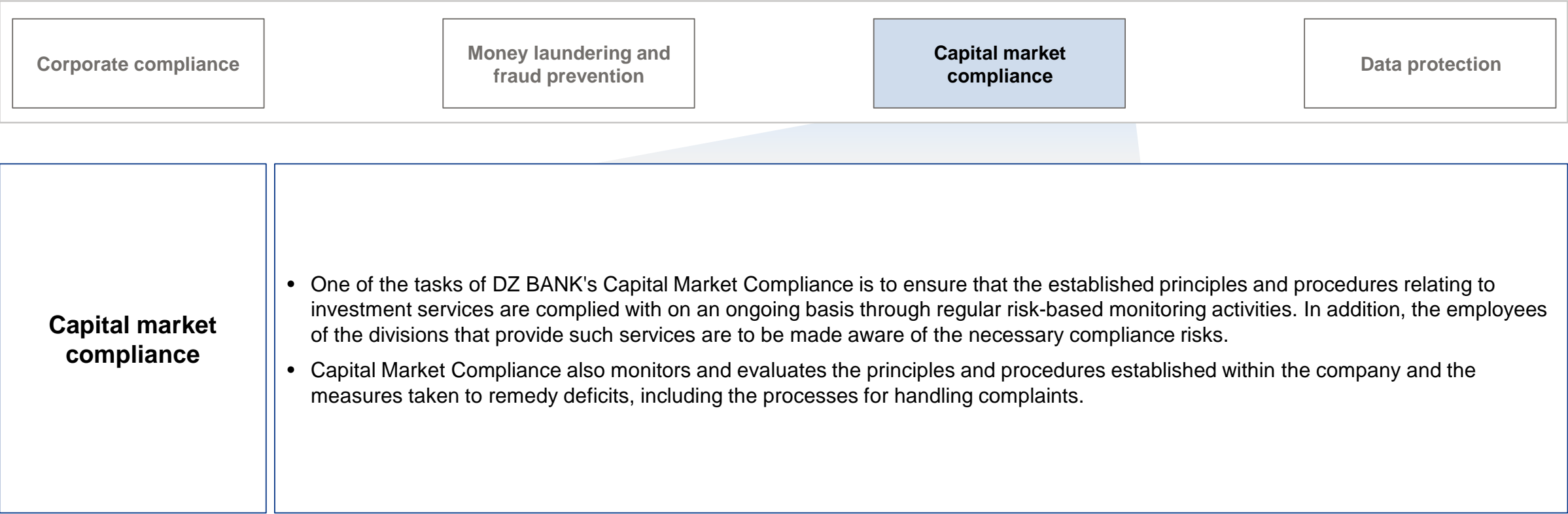
Areas of responsibility of the Compliance department



Money laundering and fraud prevention	<ul style="list-style-type: none">• Protective measures with regard to money laundering, terrorist financing and criminal acts are developed and implemented (including a whistleblowing hotline, compliance and money laundering hotline).• Regular implementation of mandatory training for employees on the topics of compliance, preventing money laundering and terrorist financing, financial sanctions and embargoes, fraud prevention, the General Data Protection Regulation, information security and preventing market manipulation.• Each division of DZ BANK has a divisional coordinator for fraud prevention who acts as a permanent point of contact and is responsible for ensuring that the necessary measures are effectively implemented in work processes.• To prevent white-collar crime, employees and third parties can use a whistleblowing hotline or contact an internal or external ombudsperson. The information received by the ombudsperson is then forwarded to a whistleblower committee in compliance with data protection requirements, which evaluates it and, if necessary, initiates the necessary measures, including the involvement of investigating authorities.
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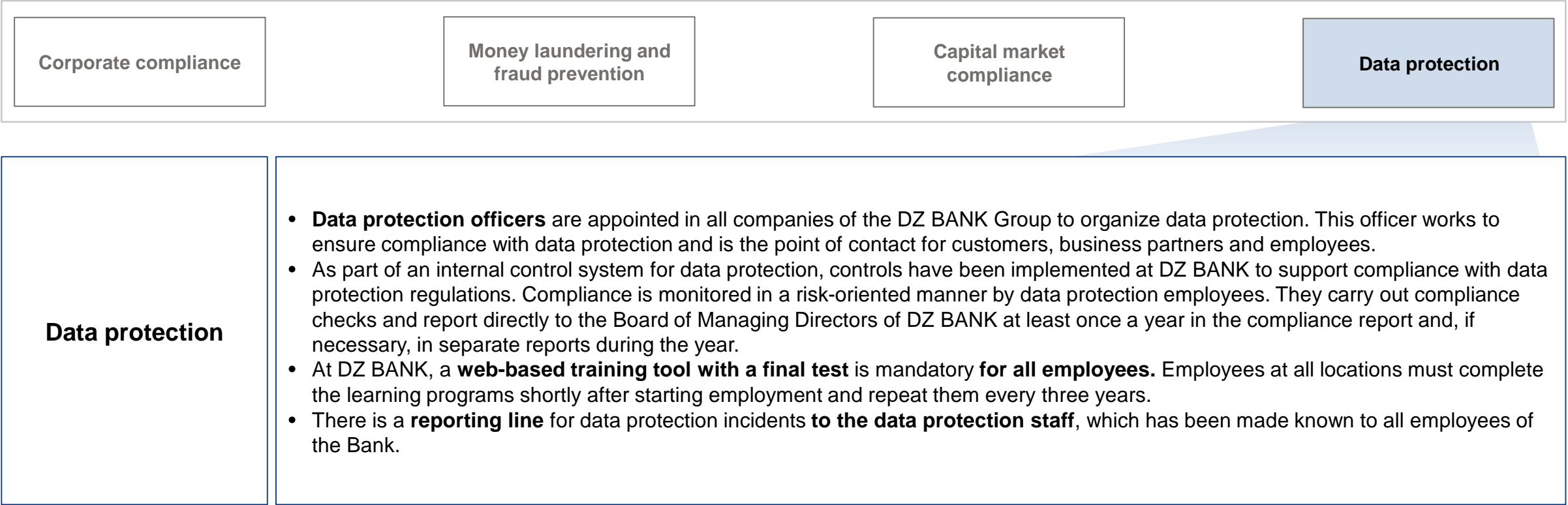
Capital market compliance supports compliance with securities law regulations

Areas of responsibility of the Compliance department



Common data protection principles apply to all companies in the DZ BANK Group

Areas of responsibility of the Compliance department



DZ BANK Group suppliers must fulfil various sustainability aspects

Central tools¹ for implementing sustainability in purchasing

- 1 Sustainability requirements of the DZ BANK Group
- 2 Uniform evaluation tool of the DZ BANK Group
- 3 Supplier meetings incl. relevant documents
- 4 Questionnaire for DZ BANK Group suppliers



Sustainability in Purchasing Guideline (as of 2018)

The following criteria summarize the expectations of the DZ BANK Group's enterprises with respect to all business partners. These expectations are oriented on national and international standards including the UN Global Compact, the Core Labour Standards of the International Labour Organisation (ILO) and the BME Code of Conduct issued by the Bundesverband Materialwirtschaft, Einkauf und Logistik e.V. (Federal Association for Materials Management, Procurement and Logistics). The sustainability criteria for suppliers of the DZ Bank Group also take account of the requirements defined in the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz - LkSG).

Excerpt of expectations of suppliers & service providers

Economic responsibility

In terms of economic responsibility, the enterprises in the DZ BANK Group expect compliance with the regulation on free competition and do not tolerate any violation of the compliance requirements set out in anti-corruption and anti-money laundering legislation.

Ecological responsibility

In terms of ecological responsibility, the enterprises in the DZ BANK Group expect their suppliers to maintain a certified environmental management system besides minimising environmental damage and adhering to the standards defined in environmental legislation...

Social responsibility

In terms of social responsibility, the enterprises in the DZ BANK Group expect their suppliers not only to recognise and observe human rights but also to comply with additional requirements...

¹ The implementation/design of the 4 listed measures/tools varies across the group companies.

5. Further information

Other information & Contact

Further publications

- [2024 Sustainability Report](#)
- [Human Rights Guideline DZ BANK Group](#)
- [Code of Conduct for DZ BANK Group](#)
- [Labour Standards DZ BANK Group](#)
- [Position Paper Climate and Environment DZ BANK Group](#)
- [Exclusion Criteria and Sector Principles DZ BANK AG](#)
- [Exclusion Criteria DZ BANK Group](#)
- [DZ BANK Group Investors Presentation](#)
- [DZ BANK Corporate Presentation](#)
- [Investor Relations Homepage](#)
- [Sustainability Homepage](#)

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