



Sustainability at DZ BANK Group

2026

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Sustainability at the DZ BANK Group: An integral part of our strategy and our cooperative values

CORPORATE DNA

It all starts with our conviction: Sustainability has been part of our entrepreneurial DNA for many years.



STRATEGY

We have firmly anchored this attitude in our values and as a strategic area of potential in our business strategy.



IMPLEMENTATION

This is the basis for our holistic approach, which we implement as a top priority across all business areas.

Our Commitment as a Transformation Partner



Clear commitment to supporting the Sustainable Development Goals and the Paris Climate Agreement



Embedding sustainability at all levels: from corporate strategy to products



Membership in key initiatives such as the Net-Zero Banking Alliance Germany and signatory to the UN Principles for Responsible Banking

Key Elements of Our Sustainability Strategy



Environment



Social



Corporate Governance

Portfolio

- Support for Transformation
- Sector-specific decarbonization targets

- Exclusion Criteria
- Signatory to the Global Compact & Equator Principles

- Group Sustainability Committee
- NH Ambitions and Key Performance Indicators

In-house operations

- Reduction of the CO₂

- Employer Attractiveness
- Employee development
- Diversity and equal opportunity

- Sustainability in procurement
- Bank-wide sustainability training

Steering our sustainability strategy through concrete goals

DZ BANK sets specific, measurable sustainability targets

E, S or G	Subject	Goal	Actual 31.12.2025	Target value	Target year
Comprehensive	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 ¹	€ 9.7 billion	€ 8.5 billion	2026
	Portfolio ² (DZ BANK banking group)	Climate target energy	86.20 kg CO ₂ e/MWh	78	2030
		Automotive climate target	0.13 kg CO ₂ e/kg	0.11	2030
		Steel climate target	1.41 kg CO ₂ e/kg	0.92	2030
		Climate target cement	0.64 kg CO ₂ e/kg	0.53	2030
		Aviation climate target	0.10 kg CO ₂ e/pkm	0.076	2030
		Shipping as a climate target	8.76 gCO ₂ /dwt nm or gt nm	8.44 ³	2030
		Climate target Commercial properties	37.25 kg CO ₂ e/m ² a	38.15 26.01	2026 2030
		Climate target Private properties	38.72 kg CO ₂ e/m ² a	38.98 27.63	2026 2030
		Climate target for chemicals	0.21 kg CO ₂ /€	0.2011 0.1907	2027 2030
		Fossil fuel climate target	1.01 MT CO ₂ e	1.59 1.45	2027 2030
	Portfolio (Union Investment)	Sustainable share of total Assets under management	26.0%	26.5 %	2026
	Operations (DZ BANK Group)	Reduce operational CO ₂ emissions ⁴	114,211 t CO ₂ e ⁵	103,404 86,913 60,216 Climate neutrality	2030 2035 2040 2045
Social (S)	Operations (DZ BANK AG)	Employee satisfaction: Organisational Commitment Index	84%	>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	28.6% 30% 35.7% 27%	25% 25% 25% 30%	2026 ⁶ 2026 ⁶ 2030 2030

1. definition according to the risk report within the (Group) management report of DZ BANK AG and DZ BANK Group 2. banking book excl. funds 3. 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 4. From controllable emission sources through the use of offsetting measures 5. 2024 (base year) 6. in accordance with DZ BANK AG's Diversity Guideline VS and AR valid until 31 Dec 2027

Our Performance in Key Figures

Key figures 

FY 2025
 **DZ BANK Group**

 Financed emissions	Total emissions (in t CO ₂ e)	354,694,418
	Emissions from on-balance-sheet portfolio (in t CO ₂ e)	122,566,326
	Emissions from assets under management (in t CO ₂ e)	232,128,091
 GHG emissions from operations (market-based)	Total emissions (in t CO ₂ e)	191,332
	Scope 1 emissions (in t CO ₂ e)	23,671
	Scope 2 emissions (in t CO ₂ e)	9,831
	Scope 3 emissions (categories 1–14, excl. financed emissions) (in t CO ₂ e)	157,830

Our Performance in Key Figures

Key figures

FY 2025
 **DZ BANK Group**

 Number of Employees	Female (<i>number</i>)	17,470
	Male (<i>number</i>)	21,307
	Other (<i>number</i>)	1
	No data (<i>number</i>)	0
 External workers	External workers (<i>number</i>)	119
 Senior Management	Female (<i>number</i>)	49
	Male (<i>number</i>)	207
 Total Compensation Ratio¹	Total compensation	31.7
 Gender Pay Gap² (in %)	Unadjusted Gender Pay Gap	21.1%
	Adjusted gender pay gap	4.1%

¹ New method; see Sustainability Report 2025; Section 3.2.4 Compensation, Social Protection, and Employee Participation (S1-16)

² Corresponds to the difference between the average earnings of female and male employees, expressed as a percentage of the average wage level of male employees.

Our Performance in Key Figures

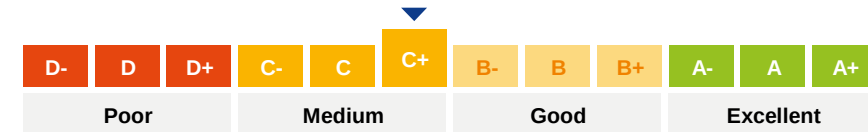
Key figures 		FY 2025  DZ BANK Group
 Compliance Training	Training coverage	97.5%
	Convictions (<i>number</i>)	0
 Corruption and Bribery	Amount of fines (€)	€0
	Financial contributions to political parties (€)	€369,000
 Political Engagement	In-kind contributions to political parties (€)	€0

Overview of Current Sustainability Ratings

DZ BANK Group



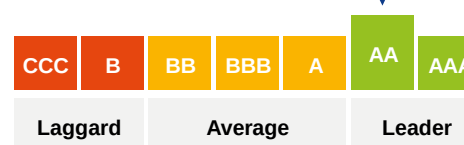
- Awarded **Prime Status** since 2011
- Confirmation of the **C+** rating in January 2026
- **Above-average commitment** to environmental and social issues



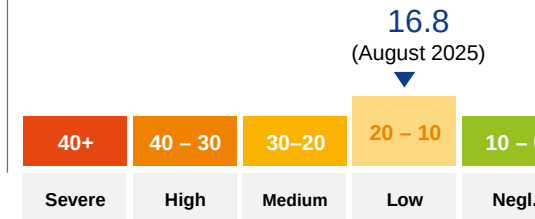
DZ BANK



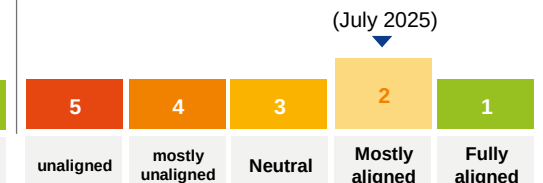
- **Consistent AA rating** since 2015 (confirmed in March 2026)
- Ranks among the **leaders** in managing ESG risks and opportunities (March 2026)



- Relatively **low** Corporate governance **risk**
- **Low** risk of financial impact from ESG factors



- "Instrument": 2
- "Framework": 2



DZ BANK's Commitment to Sustainability on memberships and initiatives

Excerpt of relevant memberships and initiatives in which DZ BANK participates:



Net Zero Banking Alliance Germany



PRINCIPLES FOR RESPONSIBLE BANKING



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Framework for Integrating Climate and Environmental Risks

With its **Climate and Environment Position Paper**, the DZ BANK Group has established a framework that addresses the integration of climate and environmental aspects into the operational and business portfolio-specific activities of the individual Group companies.

Core Business

The DZ BANK Group aims to optimally implement the transition to a sustainable economy, in part to ensure the Group's future viability and maintain its economic profitability.

Operations

Achieving climate neutrality in our own operations by 2045 at the latest as a minimum goal through energy efficiency measures and raising employee awareness of sustainability issues in business operations.

Products, Services, and Solutions

The DZ BANK Group offers a comprehensive range of financial services, thereby combining different 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

The NH Product Framework provides a definitional and procedural framework for the distribution of NH products



Transactions are considered NH products if they

- pursue or incentivize sustainability goals
- and
- are structured in accordance with external NH product standards or statutory product standards
- and
- and set these aspects forth in a contract

Scope of the NH-PRW: Consideration of six product types

Lending business esp.

Green/Social Loans
Sustainability loans
ESG-linked loans
including SSD

Grant funding

From specific grant programs
Pass-through and proprietary business

ESG structuring in the primary market

DCM, ECM, syndicated loans
Green/Social/Sustainable/ESG-linked bonds/loans

ESG derivatives

Hedging transactions for clients (Interest Rate/Fixed)
ESG-linked

Proprietary NH bonds ⁽¹⁾

esp.
Green Bonds
possibly also social bonds in the future

Investment Products ⁽¹⁾

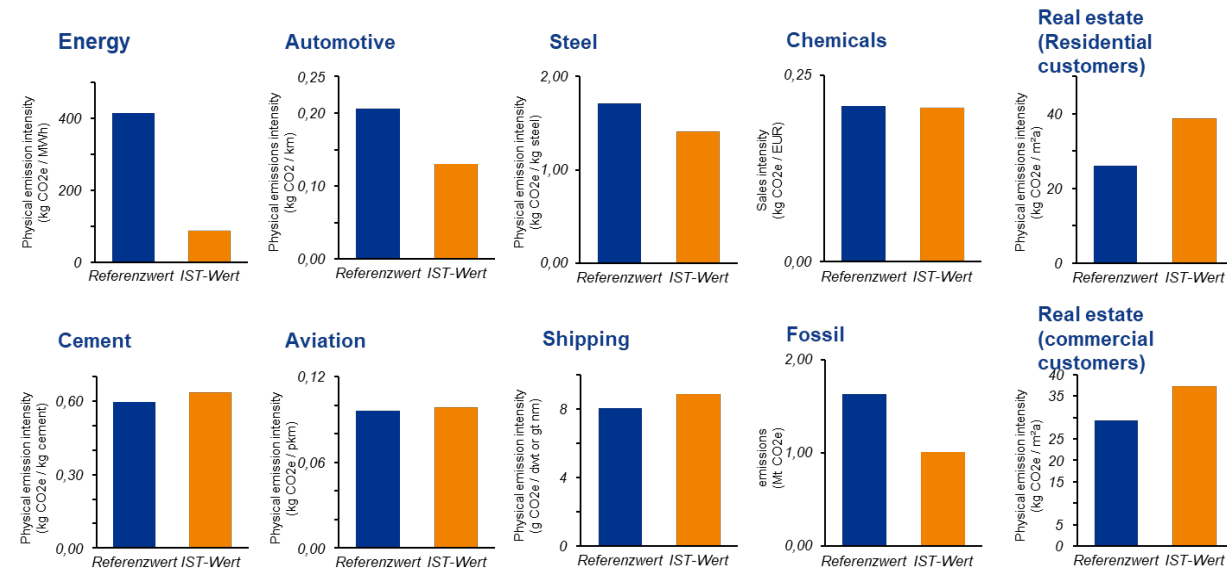
Plain vanilla bonds
Certificates⁽¹⁾
Each with MiFID ESG rating

(1) These product types have been included for transparency purposes. Separate frameworks (including processes) already exist for this purpose, which have not been modified by the NH-PFW.

At the heart of our strategy: The decarbonization of the business portfolio

The greatest lever for shaping the transformation lies in our business portfolio. We aim to align both economic and social goals with environmental goals, thereby supporting the transformation of the real economy. To this end, we have defined so-called sector targets for decarbonization, particularly for CO₂ -intensive sectors.

Climate targets by sector:



DZ BANK AG's objective:

The goal of DZ BANK is to align its financing portfolio¹ with the 1.5-degree target and the "Net-Zero Future" vision. In doing so, DZ BANK actively supports 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, as well as CRREM⁵ for real estate.

Publication:

The decarbonization targets are published in the Group Management Report (DZ BANK Group Annual Report 2026), Chapter VII Sustainability Report.

■ Reference path in accordance with IEA NZE³ World 2025, IMO⁴, and CRREM⁵ 2023

■ DZ BANK Portfolio as of December 31, 2025

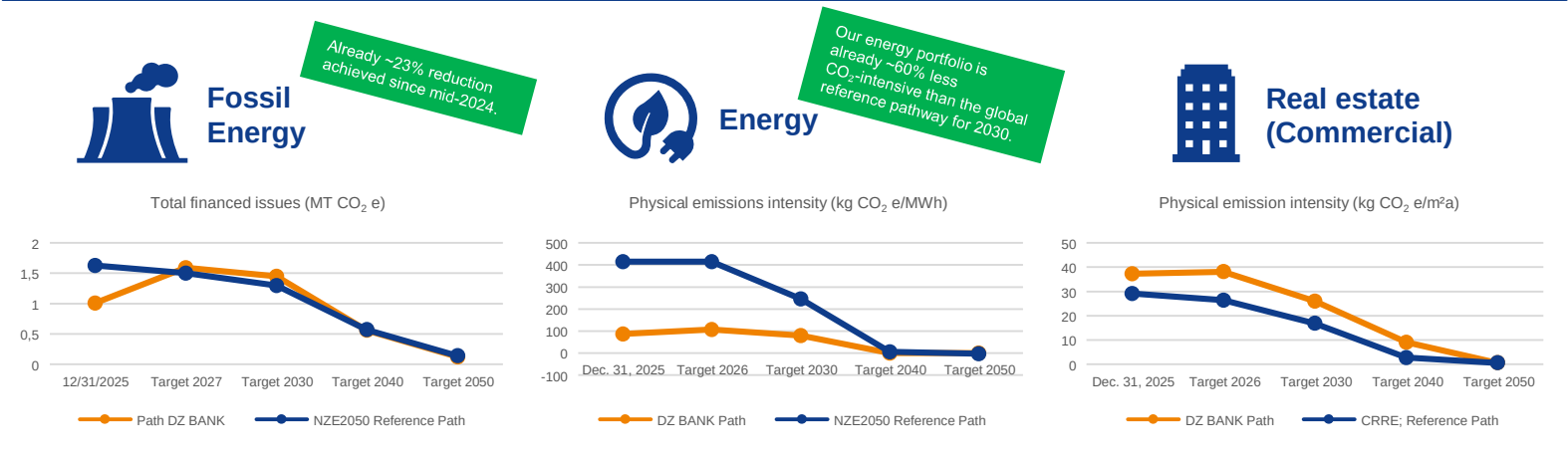
Energy = Generation (Scope 1); Automotive = OEMs (Scope 3); Steel = Production (Scope 1-2); Chemicals = Basic and specialty chemicals, pharmaceuticals (Scope 1); Cement = Production (Scope 1-2); Aviation = Airlines (Scope 1); Shipping = Shipowners and operators Scope 1; Fossil fuels = Oil & gas extraction & production Scope 3; Real estate = Owners 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). This includes all balance sheet-relevant transactions of a financing nature, e.g., loans with disbursed funds 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

From Target to Measurable Path: Our sector decarbonization targets

- + 1.5-degree alignment:** We actively manage our loan portfolio to achieve net-zero emissions by 2050 in line with the Paris Agreement.
- + Science-based:** Our pathways are based on recognized standards (IEA NZE2050, PACTA, CRREM) for 9 CO₂-intensive focus sectors.
- + Transparent management:** We regularly measure and report on our progress and adjust our strategy as needed.
- + Comprehensive approach:** We drive decarbonization in nine focus sectors: automotive, chemicals, energy, fossil fuels, real estate (commercial & residential), aviation, shipping, steel, and cement

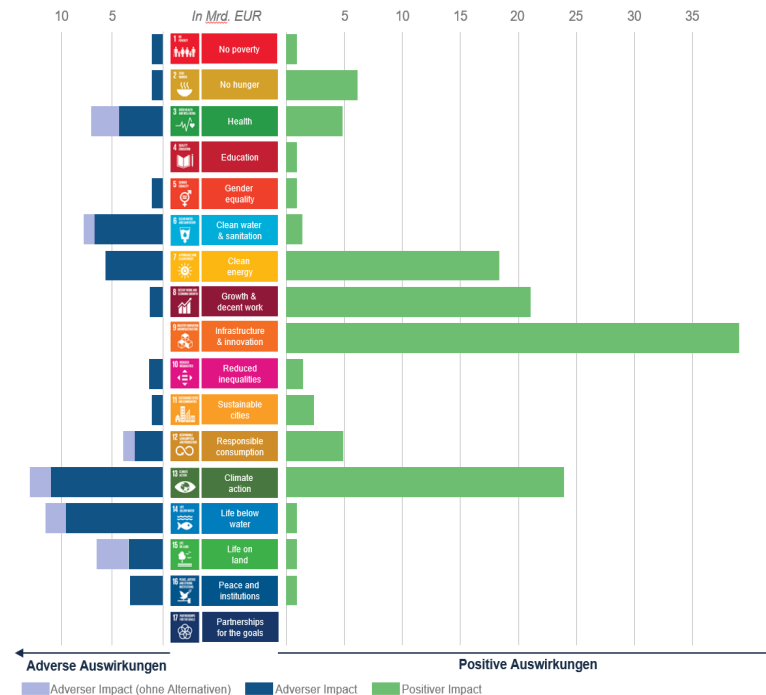
Excerpt from our sectoral pathways to decarbonization



Sustainability Impact:

Our loan portfolio contributes to the SDGs

Portfolio contributions to the 17 UN SDGs:



Portfolio contributions to the 17 UN SDGs:

Since the reporting year 2023, the SDG classification of the portfolio under review is carried out by using a software tool developed by DZ BANK.

As of the reporting date of September 30, 2025, the analysis was conducted again for the existing volume of the classification portfolio under review (a), amounting to €99.1 billion (Q4 2024: €95.2 billion). – **63%** already have a **positive impact** on at least one SDG, **23%** have an **adverse impact**, and approx. **27%** are **neutral**.

The **largest positive** sustainability impacts are related to **Climate, Infrastructure & Innovation, and Economic Growth** - the positive impacts are driven by, among other things, financing for renewable energies, trade, and electricity.

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

a. Corporate Customer Lending Business I Comprising "Corporate Customers" and "Structured Finance"

Responsibility in Lending: The Four Elements of Sustainability Assessment

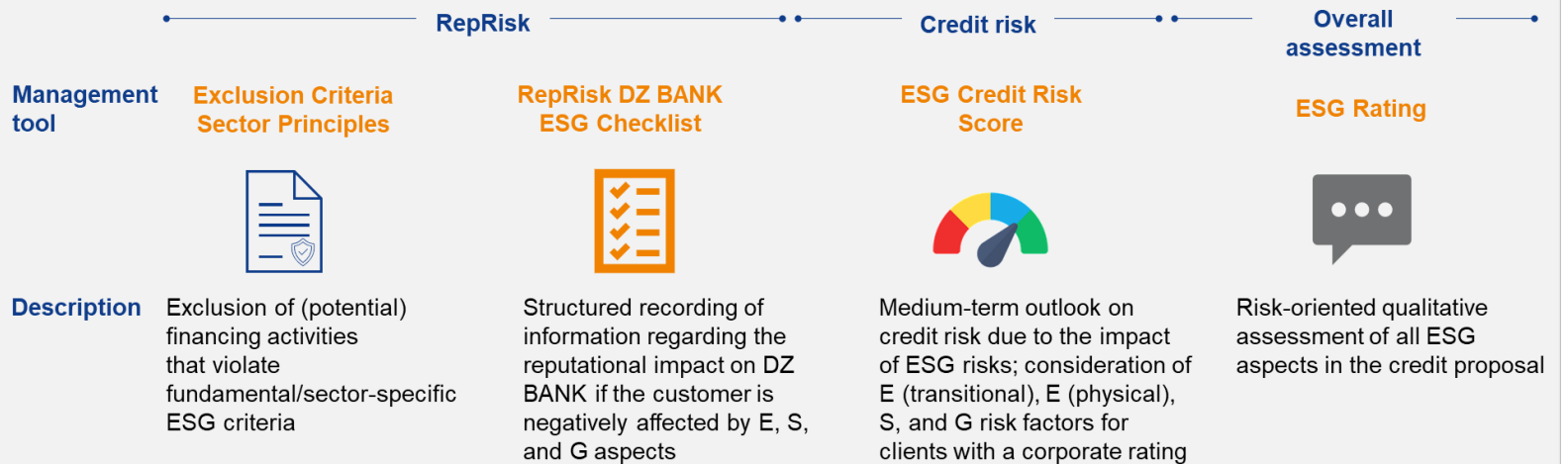
ESG instruments in the lending process address reputational and credit risk perspectives:

For us, sustainability is an integral part of risk management. We have implemented robust processes to systematically identify, assess, and manage ESG risks—particularly climate risks, which are defined as drivers of traditional risk types (credit, market, and operational risk).

The assessment of the **four key elements of the sustainability review** ((i) exclusion criteria and sector principles, (ii) RepRisk DZ BANK ESG Checklist, (iii) ESG Credit Risk Score, (iv) Overall Assessment of Sustainability Risks in the ESG Vote) for financing requests is conducted at DZ BANK using a **uniform, company-wide process**.

Scope ESG Review

New business in traditional lending and credit substitute activities, treasury and proprietary investments, and debt capital markets¹.



¹ Certain borrowers and products are excluded from sustainability screening (e.g., cooperative banks, DZ BANK Group companies, small-scale, low-risk business, trading book business)

Responsibility in Lending: Exclusion Criteria and Sector Principles

The DZ BANK Group applies overarching exclusion criteria. At DZ BANK AG, additional sector principles are defined for industries that are particularly vulnerable from a sustainability perspective.

Exclusion Criteria

	Value chain for thermal coal
	Oil and gas production
	Nuclear energy
	Controversial weapons
	Weapons from/for non-NATO/EEA/EFTA countries
	Significant Environmental Risks
	Deforestation
	Pornography or similar industries
	Controversial gambling
	Human rights/labor rights violations
	Trade in Endangered Animal and Plant Species
	Trade in conflict materials (especially raw materials)

Sector Principles

Dams	Assessment of the extent to which the recommendations of the World Commission on Dams (WCD) are being 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 best production practices, such as those that minimize environmental pollution caused by the extraction of raw materials or eliminate the use of toxic substances
Forestry	Application of the revised version of the World Bank Standards (WN OP 4.36, 2013) to all areas of forestry (forestry work, timber harvesting, deforestation, forest management)
Fisheries & Maritime Industry	Marine Stewardship Council (MSC) certifications of recognized equivalent standards (fisheries) or compliance with IMO regulations, as well as proof of construction, operational, and maintenance quality (maritime industry)
Palm Oil	Membership in the Round Table on Sustainable Palm Oil (RSPO) or an equivalent organization; submission of a "No Deforestation, No Peat, and No Exploitation" (NDPE) policy; by 2030, full traceability of the entire palm oil volume back to the source plantations and full RSPO certification
Agriculture	Compliance with the principles of Free, Prior, and Informed Consent (FPIC); compliance with national fertilizer laws, the Plant Protection Act, and the Application Ordinance, as well as the Animal Welfare and Livestock Management Ordinance; reduction of water consumption; prioritization of support for agricultural operations that operate in accordance with the European Common Agricultural Policy and adhere to the principles of the circular economy



Sustainability in the Capital Markets: Our Green Bond Track Record Since 2018

DZ BANK is one of **Europe's leading syndicate banks** in the sustainable bonds market segment and has been issuing **its own green bonds** since 2018, structured in accordance with the principles of the International Capital Market Association (ICMA).

For the **green asset pool**, we specifically select projects where sustainability is clearly defined in accordance with international standards. The **green evaluations** were issued by S&P Global Ratings with a very high environmental rating.

Through **regular reporting**, we provide transparency regarding the supported projects and their positive environmental impacts.

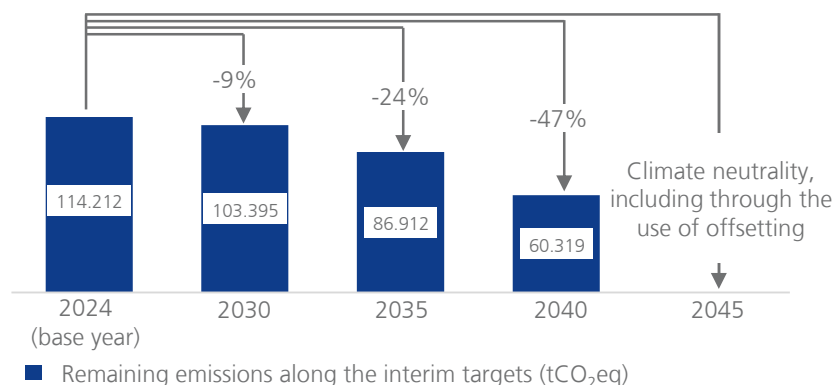
	Green Bond 2018	Green Bond 2020	Green Bond 2021	Green Bond 2025
Format	Senior Preferred Bond	Senior Non-Preferred Bond	Senior Non-Preferred Bond	Senior Non-Preferred Bond
Issue Volume	EUR 250 million	EUR 250 million	EUR 300 million	EUR 300 million
Denomination	EUR 100,000	EUR 100,000	EUR 100,000	EUR 100,000
Value date	October 2, 2018	12/08/2020	11/17/2021	11/27/2025
Coupon	0.5% p.a.	0.05% p.a.	0.40% p.a.	3.129% p.a.
Term	5 years	7 years	7 years	6 years
Green Evaluation	E1/85 (S&P)	E1/87 (S&P)	n.a.	n.a.
Green Transaction Evaluation / Framework Alignment Opinion	n.a.	n.a.	Environmental rating 86/100 points, strong assessment of governance/reporting (S&P)	S&P Global Ratings: Dark Green (Shades of Green Methodology)
Use of Funds	Focus on onshore wind energy in Germany	Primary focus on onshore wind energy in the U.S. and Canada	Primary focus on offshore wind energy in Europe	Focus on onshore wind energy in Germany
Stock market	Luxembourg (Green Exchange LGX) and Frankfurt	Luxembourg (Green Exchange LGX) and Frankfurt	Luxembourg (Green Exchange LGX) and Frankfurt	Luxembourg (Green Exchange LGX) and Frankfurt



Climate change in own operations: Decarbonization of our business operations

Since 2014, the DZ BANK Group has been working in the Environmental Competence Center (Kompetenzcenter Umwelt, KCU) to reduce its ecological footprint. The goal is to achieve climate neutrality in controllable emission sources by 2045 through the use of offset measures.

Climate target pathway for the decarbonization of the DZ BANK Group's business operations:



While the interim targets for 2030, 2035, and 2040 show lower reduction rates than the cross-sector SBTi emissions pathway, the DZ BANK Group's climate target pathway converges toward the scientific reference pathway by 2045 through the use of offsetting measures.

DZ BANK Group's decarbonization levers:



Active decarbonization levers:

Decentralized measures within Group companies for active emissions reduction and avoidance in the areas of energy and heat use, plant engineering, waste, water, paper, business travel, vehicle fleet, commuters, and space optimization



Passive decarbonization levers:

Expected emission reductions resulting from general progress in decarbonization and improvements in the emission efficiency of the German economy and society by 2045



Climate change in own operations: Environmental management to reduce emissions

Excerpt from measures to reduce emissions in business operations:



Mobility

- Climate-friendly mobility for employee commuting, e.g., through travel allowances for employees who use public transportation or the DB
- Climate-friendly mobility for business travel, e.g., by introducing a decision-making tool for employees and reducing the need for travel through increased use of digital methods
- Climate-friendly mobility in the vehicle fleet, e.g., through CO2 limits for new vehicles in car policies and the use of electric vehicles



Energy

- Reducing heating and cooling energy consumption, e.g., through energy-efficient building renovations (windows, facades, blinds, etc.)
- Supplying sites with environmentally friendly district heating and green electricity from renewable energy sources



Material

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



Waste

- Further development of waste management, e.g., by standardizing waste management to facilitate the recycling of recyclable materials



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Responsible Employer: Social Sustainability at DZ BANK Group

Core social elements in our own operations and selected measures:



Employer Attractiveness

- Safeguarding and improving working conditions for employees: e.g., through fair compensation, flexible work schedules, remote work, and modern benefits
- Employer branding strategy to retain employees and ensure long-term sustainability



Employee Development

- Maintaining, adapting, and expanding employees' qualifications to work environments (e.g., AI)
- Individual professional development initiatives and specialized programs to foster potential
- Securing, supporting, and developing employees' career prospects following career breaks (e.g., parental leave or volunteer work)



Diversity and Equal Opportunity

- Support for diversity and equal opportunity (Diversity Charter, diversity guidelines)
- Inclusive work environment (work-life balance, inclusion agreement)
- Promoting a bias-free work environment through visible internal networks and communities



Guidelines such as the Code of Conduct, the Group-wide Human Rights Policy, and company agreements govern fair working conditions, equal opportunity, health management, and data protection



Employee Rights & Social Protection and Compensation, Health & Occupational Safety

The DZ BANK Group provides a fair and healthy work environment by...

- guaranteeing **freedom** of association and upholding workers' **rights**
- compliance with **ILO core labor**, **national legislation**, and the **Works Constitution Act (Germany)**
- the representation of workers' rights through independent **co-determination and works agreements (Germany)**



- **Social protection in the event of major life** such as illness, unemployment, workplace accidents, disability, parental leave, retirement, or in the event of a disability
- **Additional company-specific benefits** (social benefits): group accident insurance and company pension plans



- **Fair and performance-based compensation**: group-wide **compensation strategy** and **collective bargaining agreements**
- **Additional benefits** (anniversary bonuses or commuting allowances)
- Regular **internal analysis of compensation** and compliance with **the Pay**
- **Transparency Act (EntgTranspG)**



- **Health and safety** in the workplace
- **Training to ensure compliance with legal requirements** and to foster a positive work environment
- **Preventive health programs** to maintain health and minimize negative effects



A dynamic, inclusive, and progressive work environment

Strengthening cultural change across the board:

Departmental and leadership dialogues, as well as specialized **training and development** programs such as Fit4Leadership, and **integration with bank projects** like Generative AI and Mission Alpha International in the area of change

Promoting diversity and equal opportunity:

Establishment of a **Diversity Office**, including a formal structure and board; support for **internal networks** and their opportunities for exchange; participation in the **CSD** in Frankfurt; **joint initiatives during Diversity Month in May** with companies from the **GFG: “Living Diversity – Strong Together as a Network”**

Promoting employee development:

Continuing education to ensure **competitiveness and promote innovation**; adaptation to changing work environments, e.g., targeted implementation of **AI programs**; specialized programs to foster high-potential employees



With the introduction of the “Verbund First 4.0” strategy, the “Corporate Culture” implementation package was established bank-wide to promote cultural cohesion and performance. From this, measures are continuously defined and implemented that serve to retain employees of all age groups and are key aspects of social sustainability.

The HR strategy ensures top rankings in relevant assessments:



A clear commitment to diversity and inclusion

DZ BANK has established a framework for...



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

Letter of Intent



...the **signing of the DZ BANK Group's Letter of Intent** in 2012 to actively promote women in everyday business life



...the partnership with Prout@Work to provide strategic consulting to QCF, with the aim of raising awareness about queerness and coming out in the workplace

Diversity Policy



...the **Diversity Policy for Employees** as a sign of equal treatment for all employees



About 800 employees at DZ BANK are actively involved in diversity initiatives through various networks:



...the **Code of Conduct** through which the **women's network "Das NetZ"**—founded as early as 2011—advocates for more women in specialist and leadership positions



...the **Diversity Working Group** composed of diverse employees who are convinced that diversity is an essential component of a successful corporate culture; it has been active since 2021



...the **Queer Community & Friends (QCF)**, which has been creating visible opportunities for queer people since 2023 and advocates for all employees to be accepted just as they are



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



...**D(i)Z-Ability** has been working since late 2025 to make employees with disabilities visible in everyday work life and to empower them



...**DZ:mind** has been making neurodiversity the norm since 2026—in collaboration, leadership, and culture: True diversity also means thinking differently

Human Rights Due Diligence

DZ BANK ensures compliance with human rights by:

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



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



... the **DZ BANK Group's Human Rights Guideline** elaborates on the content outlined in the Code of Conduct regarding the topic of human rights.



... the **integration of these principles into the business activities of the Group companies**, for example in the procurement processes of the DZ BANK Group or in the lending process at DZ BANK.



An example of how human rights are taken into account in the lending process

- Systematic review of relevant sustainability aspects as part of the credit assessment process.
- Assessment of influencing factors with regard to social, ethical, and environmental risks.
- Exclusion of financing for companies that violate internationally recognized human and labor rights.
- Specialized training for all employees responsible for handling financing requests.



Responsibility and Impact: Our Commitment to Education and Society

Social Engagement:



DZ BANK Foundation

Support for science and research in the fields of banking and finance, the cooperative sector, education and training, and democratic governance.



Germany Scholarships

Support for talented and high-achieving scholarship recipients in the fields of economics, computer science, or law, as well as at the Frankfurt University of Music and Performing Arts.



Senckenberg Museum Frankfurt

Support provided through the DZ BANK Foundation, for example in the form of museum expansions and exhibition projects focused on (bio)diversity and sustainability.



Active Citizenship Foundation

Center of Excellence for Civic Engagement of the Volksbanken Raiffeisenbanken Cooperative Financial Group. Support for civic engagement and nonprofit organizations.

Cultural Engagement:

DZ BANK KUNSTSTIFTUNG

KIT

KIT – Kunst im Tunnel

ALTE OPER
FRANKFURT

STÄDEL
MUSEUM

KUNSTAKADEMIE
MÜNSTER
HOCHSCHULE FÜR BILDENDE KÜNSTE
UNIVERSITY OF FINE ARTS MÜNSTER

Oper Frankfurt



Kunst akademie Düsseldorf



Rheingau
Musik
Festival

DZ BANK is not only involved in diverse initiatives through the DZ BANK. In addition to the grants and sponsored exhibitions provided through the Art Foundation, as well as its own art collection comprising over 10,000 works, there is, among other things, a long-standing partnership with the Städel Museum in Frankfurt, collaborations with the Frankfurt Opera and the Alte Oper, and a longstanding commitment to the Rheingau Music Festival.

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From Strategy to Implementation: Our ESG Governance Structure

Clear responsibilities ensure effective management:

The Group Sustainability Committee (GSC), which operates at the Executive Board level, is responsible for steering and implementing sustainability initiatives within the DZ BANK Group. As an operational body serving as a platform for group-wide exchange on sustainability-related developments and activities, the Sustainability Coordination Group (NH-KoKreis)—which includes the sustainability officers of the management units—reports to the GSC. The GSC reports regularly to the Group Coordination Committee, which serves as the highest steering and coordination body of the DZ BANK Group.



GSC – Central Committee for Managing Sustainability Issues in the DZ BANK Group

- The Group Sustainability Committee (GSC), which includes the sustainability officers of the DZ BANK Group, is responsible for implementing **sustainability within the DZ BANK Group** and serves as the central steering body for sustainability topics within the DZ BANK Group.
- To intensify the exchange on sustainability within the DZ BANK Group, the **Group Corporate Responsibility Committee (CRC)** was established as early as **2014**.
- In 2020, it was decided to evolve the Group CRC into a committee with **Executive Board participation**. In 2023, the Group Corporate Responsibility Committee was renamed the **Group Sustainability Committee (GSC)**.

Structure



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



Quarterly Meetings of the committee members

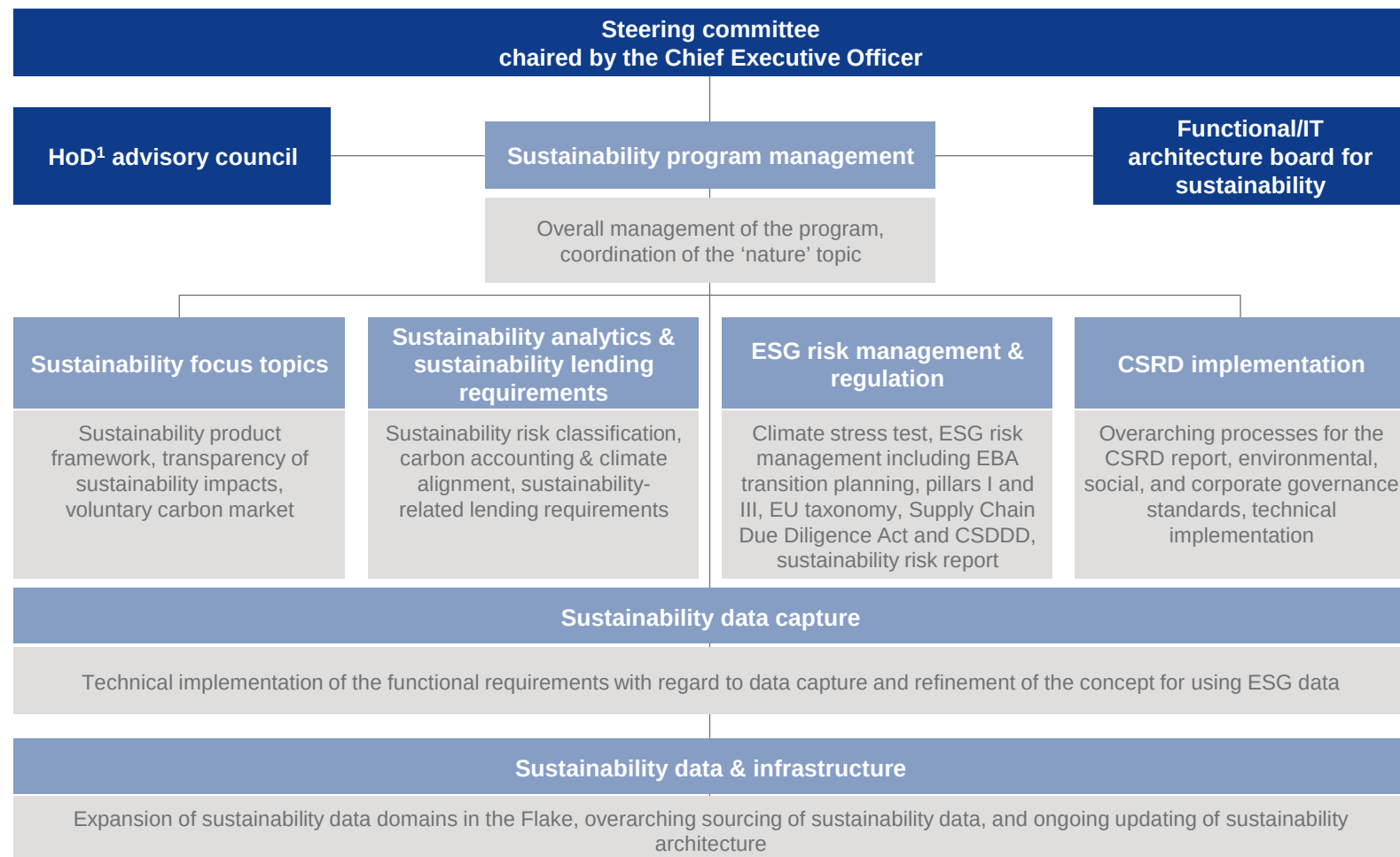


Organizational support is provided by DZ BANK AG

Tasks

- “Impulse generator” for the DZ BANK Group
- Monitoring and communication of progress and target achievement toward 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 initiatives
- The GSC reports regularly to the Group Coordination Committee, the highest steering and coordination body of the DZ BANK Group

Advancing Sustainability umbrella program of DZ BANK in 2025



¹ Head of Division

Compliance as an Essential Foundation of Responsible Corporate Governance

Area of responsibility:

Position:

Corporate Compliance

- Implementation and monitoring of effective procedures to ensure compliance with legal regulations and requirements relevant to the institution.
- Identification, management, and mitigation of compliance risks to protect against legal violations. Guidelines and standards, such as the Group Governance Policy and the Code of Conduct, mitigate such risks.

Anti-Money Laundering and Fraud Prevention

- Development and implementation of protective measures (e.g., whistleblowing, compliance, or anti-money laundering hotlines).
- Conducting mandatory training on compliance, anti-money laundering and counter-terrorist financing, financial sanctions and embargoes, fraud prevention, the General Data Protection Regulation, information security, and the prevention of market manipulation.

Capital Markets Compliance

- Conducting monitoring activities regarding established principles and procedures for investment services, as well as raising awareness of compliance risks among relevant employees.
- Monitoring and evaluating policies and established procedures, as well as measures to address deficiencies and handle complaints.

Data Protection

- Ensuring data protection compliance and serving as the central point of contact for customers, business partners, and employees in the event of data protection incidents.
- Risk-based monitoring of compliance with defined controls, as well as conducting mandatory and recurring training for all employees.

Suppliers to the DZ BANK Group must meet various sustainability criteria

Key tools¹ for implementing sustainability in procurement

1 Sustainability requirements of the DZ BANK Group

2 Ecovadis as the standard assessment tool of the DZ BANK Group

3 Supplier meetings, including relevant documents

4 Questionnaire for suppliers of the DZ BANK Group

Sustainability Guidelines for Procurement

The companies of the DZ BANK Group hereby define their expectations of all business partners. These expectations are based on international and national standards such as the principles of the UN Global Compact, the core labor standards of the International Labor Organization (ILO), and the BME Code of Conduct. Furthermore, the sustainability requirements for suppliers take into account the provisions of the Supply Chain Due Diligence Act (LkSG).

Excerpt from expectations for suppliers & service providers

Economic Responsibility

The companies of the DZ BANK Group expect, with regard to economic responsibility, compliance with the rules of free competition and do not tolerate any violation of compliance regulations in connection with anti-corruption and anti-money laundering regulations...

Ecological Responsibility

With regard to environmental responsibility, the companies of the DZ BANK Group expect, in addition to compliance with environmental legal standards and the minimization of environmental impacts, a certified environmental management system...

Social Responsibility

With regard to social responsibility, the companies of the DZ BANK Group expect, in addition to the recognition of and compliance with human rights, compliance with further requirements...

¹ The implementation/design of the four listed measures/tools varies across the Group companies

Risk Management at DZ BANK Group

Risk Management of Sustainability-Related Risks



Background

- In line with regulatory recommendations, the DZ BANK Group does not treat sustainability risks as a separate risk category but integrates them into existing financial and non-financial risk categories.



ESG Risks

- Identification of ESG risks as significant cross-cutting factors that pose primarily medium- to long-term risks for the DZ BANK Group.
- The current focus is on:
 - physical risks, such as an increased occurrence of natural disasters and floods,
 - transitional risks, which arise in particular due to legislative initiatives and changing consumer behavior.
- Physical and transitory risks in the area of climate and the environment manifest themselves, for example, in credit, reputational, operational, and underwriting risks.



Governance

- The Group Risk and Finance Committee is the central body for risk management within the DZ BANK Group
- Members of the DZ BANK Executive Board responsible for Finance, Risk, and Treasury, as well as members of the Executive Boards of various Group companies

Sustainability-related risks and impacts are viewed from two perspectives:

“Outside-in perspective”:
Effects of ESG-related challenges on risk positions

“Inside-out perspective”:
Impact of business activities on the environment and society



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Further Information & Contact

Further Information, Reports & Downloads

Links

- [!\[\]\(c8dce68b26731c7aa5915072fc9d68dd_img.jpg\) DZ BANK AG Investor Relations Website](#)
- [!\[\]\(76b3245de86167eba9fcdc9cc9f32aa4_img.jpg\) DZ BANK Green Bonds](#)
- [!\[\]\(13db7587f50867332e5bedc6a161739d_img.jpg\) Sustainability-related securities](#)
- [!\[\]\(7be5ea91065783fbb69e41ba5d9680f7_img.jpg\) DZ BANK AG Sustainability Website](#)

- [!\[\]\(38441ceaa711016e0bf2ad46ad394ff4_img.jpg\) Bausparkasse Schwäbisch-Hall](#)
- [!\[\]\(6e027340d4263908f264926b1ad81c5e_img.jpg\) R+V Insurance](#)
- [!\[\]\(781510d64f329bf3c880acf086e884d6_img.jpg\) TeamBank](#)
- [!\[\]\(93cdf5b84f2bfec404f7441e84b6ba5c_img.jpg\) Union Investment](#)
- [!\[\]\(0f0f932ce3b5577a82f34ad23239a6e5_img.jpg\) DZ HYP](#)
- [!\[\]\(eae2be0f6c865f0a2febc97c99fc2475_img.jpg\) DZ PRIVATBANK](#)
- [!\[\]\(beb73fa08c38b910d1745a8873b27d81_img.jpg\) VR Smart Finanz](#)

Further publications

- [!\[\]\(30a147af384f9f71632c2ff17bc706c8_img.jpg\) **DZ BANK Group: Reports & Downloads**](#)
 - Sustainability Report in accordance with ESRS (CSRD Report)
 - DZ BANK Group Human Rights Policy
 - DZ BANK Group Code of Conduct
 - Employee Rights at DZ BANK Group
 - DZ BANK Group Exclusion Criteria
 - DZ BANK Group Position Paper on Climate and the Environment
 - Sustainability Requirements for Suppliers of the DZ BANK Group

- [!\[\]\(b1b781be830eb908d845c527ab08d5f8_img.jpg\) **DZ BANK AG: Reports & Downloads**](#)
 - Sustainability Fact Sheet
 - Our Sustainability Commitment to Our Customers
 - Code of Conduct of DZ BANK AG
 - DZ BANK AG Human Rights Policy Statement
 - DZ BANK AG Climate Position Paper
 - Exclusion Criteria, Sector Principles, and Sustainability Screening of DZ BANK AG
 - DZ BANK AG PRB Progress Statement 2025
 - DZ BANK Framework for Sustainable Products
 - DZ BANK ESG Product and Transparency Standard

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