

NRW.BANK Sustainability Programme 2024 et seq.

Strategic Sustainability Objectives of NRW.BANK

| No. | Pillar | Sustainability Objective |
|-----|-------------------------|---|
| 1 | Promotional Business | Strengthen and expand environmentally and socially sustainable promotional products |
| 2 | Capital Market Business | Strengthen and expand the sustainable capital market business |
| 3 | Capital Market Business | Strengthen and expand sustainable funding |
| 4 | Banking Operations | Optimise the company's consumption / save resources |
| 5 | Banking Operations | Further development of sustainable procurement |
| 6 | Banking Operations | Strengthen environmentally friendly mobility |
| 7 | Overarching | Support the Paris climate goals with regard to the target of climate neutrality by 2045 |
| 8 | Overarching | Build up a Bank-wide impact management system |
| 9 | Overarching | Intensify the dialogue with the stakeholders that are relevant for sustainability and continue to expand sustainability communication |
| 10 | Overarching | Constant alignment of corporate responsibility with current corporate citizenship topics |
| 11 | Overarching | Secure junior staff, facilitate development and maintain employees' performance |
| 12 | Overarching | Future-proof human resources systems and modern working conditions |

NRW.BANK Sustainability Programme 2024–2027

Activities of NRW.BANK

| 1 Strengthen and expand environmentally and socially sustainable promotional products | | |
|---|--------------|----|
| Activity | Time Horizon | |
| Participate in the federal state's social enterprise strategy and improve the promotion for social innovators, if necessary | 2024 | |
| Analyse the sustainability demands made on the financial sector with regard to public housing promotion | 2024 | |
| Examine and, if necessary, conceptualise supplementary financing for public rental housing promotion | 2024 | |
| Identify and, if necessary, consider further aspects of the circular economy in the promotional business | 2024 | |
| Review possibilities for risk mitigation in climate protection investments (e.g. hydrogen) | 2024 | |
| Improve educational infrastructure promotion (especially schools and day nurseries) | 2024 | |
| 2 Strengthen and expand the sustainable capital market business | | |
| Activity | Time Horizon | |
| Continue the established sustainable portfolio management using the MSCI ESG Sustainability Rating and the MSCI ESG Controversy and Global Norms Screening | Ongoing | |
| Sustainable management of the corporate portfolio, taking into account transformation opportunities/risks and in support of the Paris climate goals using the MSCI Implied Temperature Rise (ITR) and continuous review of the potential inclusion of other asset classes | 2024 et seq. | 7* |
| The first interim operational target is to improve the ITR management parameter of the corporate portfolio by about 0.5°C | 2026 | 7* |
| Collaborative, standard-based engagement via third-party providers | 2024 et seq. | |
| Update the ESG Investment Framework | 2024 | |
| Annual UN PRI reporting | Ongoing | |
| 3 Strengthen and expand sustainable funding | | |
| Activity | Time Horizon | |
| Issue at least one green bond in compliance with the requirements of the ICMA Green Bond Principles and the EU Green Bond Standard (TEG version) | 2024 | |
| Examine the possibility of applying the EU Green Bond Standard (EU COM) | 2024 et seq. | |
| Issue at least one social bond in compliance with the requirements of the ICMA Social Bond Principles | 2024 | |
| Analyse and update the Social Bond Framework | Ongoing | |
| Sustainable establishment of the "green" funding curve, taking into account the EU Taxonomy Regulation, also in the context of granting green municipal loans | Ongoing | |

* Also relevant for sustainability objective

NRW.BANK Sustainability Programme 2024–2027

Activities of NRW.BANK

| 4 Optimise the company's consumption / save resources | |
|---|--------------|
| Activity | Time Horizon |
| Preliminary study on building management technology | 2024 |
| Tender for building management technology | 2024 |
| Improve the building management technology | 2024/2025 |
| Feasibility study on PV system | 2023 et seq. |
| Install a PV system on the roof of the property at Kavalleriestraße in Düsseldorf | 2024 et seq. |
| Expand the capacity of the PV system in Münster | 2024 et seq. |
| Replace the lighting in the park with LEDs with intelligent brightness control | 2023 et seq. |
| Plan the installation of free cooling for IT server rooms | 2023 et seq. |
| Install free cooling for IT server rooms | 2024 |
| Replace lighting with LEDs where this has not been done yet (EnSimiMaV measures) | 2024 |
| Replace lead accumulator-based UPS with kinetic UPS | 2024 |
| Review the introduction of a waste analysis tool for the canteens | 2024 |
| Replace refrigerants used for food refrigeration (small-scale) in the canteens with more environmentally friendly options | 2024 |
| Operate the emergency power backup system with renewable fuels; continue to use (not dispose of) the existing stocks | 2024 |
| Waste collection campaign in the vicinity of the NRW.BANK sites | 2024 |
| Build bug hotels | 2024 |
| Transform the lawn area into a bug-friendly green space | 2023 et seq. |
| Install a monitor showing relevant information on the carbon footprint of the meals | 2023 et seq. |
| Stabilise the use of Green Tree products at over 60% | 2024 |
| Stabilise the proportion of recycled paper and the paper consumption per employee | 2024 |
| Successively expand the employee portal (document centre, digitalised applications) | Ongoing |
| Plan the new site in such a way that the criteria for DGNB Platinum certification are met | 2029 |

NRW.BANK Sustainability Programme 2024–2027

Activities of NRW.BANK

| 5 Further development of sustainable procurement | | |
|---|--------------|----|
| Activity | Time Horizon | |
| Record the carbon footprint per meal offered in the canteens | 2024 | |
| Prepare a “sustainability concept” for Purchasing | 2024 | |
| 6 Strengthen environmentally friendly mobility | | |
| Activity | Time Horizon | |
| Offer and promote e-cars in the company car fleet (successive replacement of combustion engines with electric and hybrid cars) | Ongoing | |
| Increase the number of e-charging points operated with electricity from the Bank’s own PV system or with 100% certified green electricity in the Bank’s car parks | 2023 et seq. | |
| Determine the carbon emissions from employee commuting | 2024 | |
| Offer a subsidised “job ticket” and regular review for reasonable adjustments | Ongoing | |
| “Job bicycle” offer and additional subsidisation | Ongoing | |
| 7 Support the Paris climate goals with regard to the target of climate neutrality by 2045 | | |
| Activity | Time Horizon | |
| Carry out a biodiversity check | 2024 | |
| Introduce sector guidelines (basic concept and initial sector guidelines) | 2024 | |
| Determine and publish the emissions financed by NRW.BANK’s credit portfolio | 2024 | |
| Assist the federal state in its efforts to improve the carbon footprint of universities and university hospitals | 2024 | 1* |
| Update the promotional offerings in favour of corporate climate action investments | 2024 | 1* |
| Orient the promotion intensity more effectively towards the GHG and environmental impact of projects | 2024 | 1* |
| Analyse approaches for better consideration of environmental transformation aspects in syndicated and equity financing | 2024 | 1* |
| Identify starting points for advising and supporting municipalities in drawing up and implementing municipal heating plans | 2024 | 1* |

* Also relevant for other sustainability objectives

NRW.BANK Sustainability Programme 2024–2027

Activities of NRW.BANK

| 8 Build up a Bank-wide impact management system | | |
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| Activity | Time Horizon | |
| Develop impact-oriented KPIs for central CO ₂ measuring and other indicators | 2024 | 7* |
| Carbon management of the promotional portfolio | 2024 et seq. | 7* |
| 9 Intensify the dialogue with the stakeholders that are relevant for sustainability and continue to expand sustainability communication | | |
| Activity | Time Horizon | |
| Further development of sustainability-related topics in internal and external communications | 2024 | |
| Continue the regular and open exchange in the context of the stakeholder dialogue | 2024 | |
| Continue the keynote series on sustainability for employees at NRW.BANK | 2024 | |
| 10 Constant alignment of corporate responsibility with current corporate citizenship topics | | |
| Activity | Time Horizon | |
| Collaboration with “Stiftung Zukunft NRW” | 2024 | |
| Integration of people with disabilities and people of equal status | 2024 | |
| Promotion of young up-and-coming artists | 2024 | |
| Support the CFR Junior Professorship “Sustainable Finance” (Cologne) | 2026 | |
| Annual blood donation campaign in cooperation with the Red Cross | Ongoing | |
| Permanent possibility for HLA typing in cooperation with the Bone Marrow Donation Centre in Düsseldorf | Ongoing | |
| Raise awareness of conscious and competent approach to staff diversity | Ongoing | |

* Also relevant for other sustainability objectives

NRW.BANK Sustainability Programme 2024–2027

Activities of NRW.BANK

| 11 Secure junior staff, facilitate development and maintain employees' performance | |
|---|---------------------|
| Activity | Time Horizon |
| Continuation and effective further development of the comprehensive range of health promotion services | Ongoing |
| Support from a company care coach for employees with a care-related issue | Ongoing |
| Offerings to make retirement more flexible (possibilities for shortening and extending the period of employment) | Ongoing |
| Offer trainee programmes with terms of eight to twelve months (permanent employment) | Ongoing |
| Offer pupil internships for career orientation | Ongoing |
| Continue the "internal before external" recruitment principle for all development and promotion positions | Ongoing |
| Development positions for particularly proven seniors to strengthen the specialist career path | Ongoing |
| Actively support the development of "talented junior staff" | Ongoing |
| Hold regular feedback talks and show specific development perspectives to ensure sustainable human resources development (autonomy, development, recognition) | Ongoing |
| Preferential appointment of equally qualified women to positions where they are underrepresented (in accordance with the Equality Plan) | Ongoing |
| Update the methodology and content of the internal and external qualification programme | Ongoing |
| Offer a wide range of qualification-related training programmes for all employees | Ongoing |
| "Dealing with mental illness", "healthy leadership" and "emotional skills" as fixed elements of the mandatory executive development | Ongoing |
| 12 Future-proof human resources systems and modern working conditions | |
| Activity | Time Horizon |
| Constantly evaluate and further develop work-life balance offerings | Ongoing |
| Allow the flexible and needs-based use of mobile work formats within the scope of what is possible in terms of the law, collective agreements and operations | Ongoing |
| Broad range of options for the flexibilisation of the (annual) working hours | Ongoing |
| Wide range of attractive benefits for employees | Ongoing |