

# Sustainability – Objectives and Activities of NRW.BANK 2022–2025

A. Living Corporate Responsibility		
Sustainability objective	Activity	Period
Intensify the dialogue with the stakeholders that are relevant for sustainability	Regular and open exchange in the context of the refined stakeholder dialogue	Ongoing
	Employee survey on sustainability – Review the possibility to include employee proposals in the objectives development process	Ongoing
Further expansion of sustainability communications	Further development of sustainability-related topics in external communications	Ongoing
	Further development of sustainability-related topics in internal communications	Ongoing
	Publication of a Sustainability Report	2022
Further development of sustainability-related topics within NRW.BANK	Further development of NRW.BANK's Sustainability Guidelines	Ongoing
	Regular exchange on sustainability-related topics with other market players (at conferences, forums, bilateral meetings)	Ongoing
	Further development of the keynote series on sustainability at NRW.BANK	2022
	Support of the EU Sustainable Finance Action Plan	Ongoing
Support for the Paris climate goals	Examination of suitable measures to achieve the Paris climate goals	2022 et seq.

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B. Shaping Sustainable Promotion for Customers		
Sustainability objective	Activity	Period
Strengthen and expand sustainable promotional products	Consideration of sustainability aspects in consulting as a permanent task both in commercial promotion and in consulting for public-sector clients, e. g. – further free climate protection seminars for SMEs	Ongoing 2022
	Support for the implementation of the sustainability guidelines in dialogue with the house banks, the savings banks and banking associations as well as the public-sector clients in direct business	Ongoing
	Further improvement of venture capital offerings for social start-ups	2022
	Refine the content of special commercial programmes under sustainability aspects	2022
	Support the federal state in the hydrogen roadmap	2022
	Support businesses, private households, the housing sector and municipalities in coping with the consequences of heavy rainfall	2022
	Analyse the need for promotional funding of the social infrastructure and, based on this, examination of needs-oriented adjustments in the promotional portfolio	2022
	Examine the need for adjustments in public housing promotion due to EU taxonomy	2022
	Support structural change in the Rhenish mining area	2022
	Close promotional gaps regarding decentralised energy supply concepts	2022
Create more affordable housing	2022	

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C. Further Development of Sustainable Capital Market Business		
Sustainability objective	Maßnahme	Period
Implementation of all ESG-specific supervisory and regulatory requirements	Analysis and implementation of ESG-specific supervisory and regulatory requirements (e. g. Art. 8 of the Taxonomy Regulation)	Ongoing
Strengthen and expand the sustainable capital market business	Guarantee a Sustainable Bond investment portfolio of EUR 500 million and use market opportunities to increase it to EUR 600 million if possible	2022
	Continue the established sustainable portfolio management using the MSCI ESG Sustainability Rating and the MSCI ESG Controversy and Global Norms Screening	Ongoing
	Annual UN PRI reporting	As of 2023 et seq.
Strengthen the expansion of sustainable funding	Annual issue of at least one green bond in compliance with the requirements of the ICMA Green Bond Principles and the EU Green Bond Standard	2022 et seq.
	Examine the possibility of applying the EU Green Bond Standard (EU COM)	2022
	Annual issue of at least one green bond in compliance with the requirements of the ICMA Social Bond Principles	2022 et seq.
	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

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D. Assuming Social Responsibility for Employees		
Sustainability objective	Activity	Period
Securing junior staff: qualifying young talent for NRW.BANK's business to secure the Bank's future viability	Offer permanent employment to all good traineeship graduates	Ongoing
	Expand internal training of trainees on sustainability topics	As of 2022
	Increase the number of traineeships with an IT focus	As of 2022
	Develop a concept and the prerequisites for supporting self-directed learning groups among trainees	2022
	Increase the number of traineeships and places for internal qualification programmes to 8–10	2022
Facilitating development: retain well-qualified staff and their know-how in the Bank in the long term through attractive development opportunities	Increase the share of women in areas where women are underrepresented in accordance with the Equality Plan	2023
	Implement a fathers' network	2022
	Diverse offerings for flexible weekly and annual working hours	Ongoing
	Introduce and implement the extended senior in all areas	2022
	"Dealing with mental illness", "healthy leadership" and "emotional skills" as fixed elements of the mandatory executive development	Ongoing
	Continue the "internal before external" recruitment principle	Ongoing
	Continuous review of internal further training offering with regard to needs and new developments	Ongoing
	Introduction of a learning management system	2023
	Expand the HR development offerings for digital literacy	2023
	Flexibilise the general conditions for sabbaticals	2022
Implement the new framework conditions for mobile working	2022	
Maintaining performance: long-term strengthening of the performance and health of employees as well as flexible options for shaping the upcoming generational change	Continuation and target-oriented further development of internal activities relating to diet, exercise, relaxation and prevention based on employee interests and new medical insight	Ongoing
	Regular health check-ups	Ongoing
	Continue to offer social counselling for employees	Ongoing
	Support from a company care coach for employees with a care-related issue	Ongoing
	Continue to offer comprehensive health promotion services and financial support for employees when booking prevention programmes via the "machtfit" health platform	Ongoing
	Activities and offerings in the above sense on the topic of mental health	2022

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E. Protecting the Climate and the Environment		
Sustainability objective	Activity	Period
Optimise the company's consumption/ save resources	Stabilise the proportion of recycled paper and the paper consumption per employee	Ongoing
	Increased digitalisation of processes (authorisations, applications)	Ongoing
	Raise awareness for the use of resources	Ongoing
	Increase energy efficiency by switching light sources to LED technology	Ongoing
Further development of sustainable procurement	Increase the use of sustainable consumables	Ongoing
Strengthen environmentally friendly mobility	Certification as a "bicycle-friendly company"	Ongoing
	Offer of and additional subsidisation of "job bicycle"; provisions of sheltered bicycle parking, showers and changing rooms	Ongoing

F. Engagement für die Gesellschaft zeigen		
Sustainability objective	Activity	Period
Constant alignment of corporate responsibility with current corporate citizenship topics	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
	Integration of people with disabilities and people of equal status	Ongoing
	Collaboration with Stiftung Zukunft NRW	2022–2024
	Promotion of young up-and-coming artists	Ongoing
	Support sustainable projects in NRW – CFR Junior Professorship "Sustainable Finance" (Cologne)	Until 2023 2022