

# Sustainability – Objectives and Activities of NRW.BANK 2021–2024

| A. Living Corporate Responsibility                                   |   |         |
|--|---|---------|
| Sustainability objective   | Activity  | Period  |
| Intensify dialogue with stakeholders relevant for sustainability     | Regular and open discussion in the context of advanced stakeholder dialogue   | Ongoing |
|  | Employee survey on sustainability – review the option to include employee proposals in the objectives development process | Ongoing |
| Increased communication of sustainability                            | Further development of sustainability-related topics on the internet  | Ongoing |
|  | Initial reporting in accordance with DNK (German Sustainability Code) – creation of prototype and implementation          | 2021    |
|  | Revise reporting in catalogue of objectives and measures  | 2021    |
|  | Examine signing of the UNEP FI PRB  | 2021    |
| Further development of sustainability-related topics within NRW.BANK | Further development of NRW.BANK’s Sustainability Guidelines   | Ongoing |
|  | Regular dialogue on sustainability-related topics with other market players (at conferences, forums, bilateral meetings)  | Ongoing |
|  | Support the EU Sustainable Finance Action Plan  | Ongoing |
|  | Develop a sustainability roadmap  | 2021    |

| B. Shaping Sustainable Promotion for Customers         |   |         |
|--|---|---------|
| Sustainability objective                               | Activity  | Period  |
| Strengthen and expand sustainable promotional products | Consider sustainability aspects in consulting as an ongoing task both in commercial promotion and in consulting for „Public Clients“  | Ongoing |
|  | Support the implementation of sustainability guidelines in dialogue with house banks, savings banks and banking associations as well as „Public Clients“ in direct business | Ongoing |
|  | Improve the promotional offerings for social enterprises  | 2021    |
|  | Analyse market demand for the promotion of sustainable corporate investments and, based on this, examine the development of new promotional offerings                       | 2021    |
|  | Improve the promotional offerings for sustainable construction  | 2021    |
|  | Create affordable housing   | 2021    |
|  | Improve the promotional offerings for sustainability-related infrastructure projects  | 2021    |
|  | Analyse market demand for promoting climate protection projects and examine the development of new promotional offerings on this basis                                      | 2021    |
|  | Improve the promotional offerings in favour of measures aimed at increasing climate resilience  | 2021    |
|  | Develop a promotional concept for using innovative climate-friendly processes and technologies  | 2021    |

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| C. Further Development of Sustainable Capital Market Business |  |              |
|---|--|--------------|
| Sustainability objective                                      | Activity   | Period       |
| Promote and expand the sustainable capital market business    | Continue established sustainable portfolio management using the MSCI sustainability rating   | Ongoing      |
|   | Expand the green bond portfolio to create a sustainable investment portfolio with a volume of €500 million by the end of 2021  | 2021         |
| Promote the expansion of sustainable funding                  | Annual issue of at least one green bond in compliance with the requirements of the EU Green Bond Standard  | 2021 et seq. |
|   | Annual issue of at least one green bond in compliance with the requirements of the ICMA Social Bond Principles   | 2021 et seq. |
|   | Continue the “green” funding curve, taking into account the EU Taxonomy Regulation, also in the context of granting green municipal loans; examine the potential introduction of further money and capital market instruments for sustainable funding (e. g. green/social commercial papers) | Ongoing      |

| D. Assuming Social Responsibility for Employees                 |  |         |
|---|--|---------|
| Sustainability objective  | Activity   | Period  |
| Further development of a value-oriented corporate culture       | Further expand employer branding for the target group of „trainees/apprentices“  | Ongoing |
|   | First aid refresher courses  | Ongoing |
|   | Optimise NRW.BANK’s internal further training offerings  | Ongoing |
|   | Include „dealing with mental illness“, “healthy leadership” and “emotional skills” as fixed elements of mandatory executive development  | Ongoing |
|   | Continue the “internal before external” recruitment principle  | Ongoing |
| Expand ways to achieve a better balance of work and family life | Continue the flexible working time schemes   | Ongoing |
|   | Examine further participation in the “audit berufundfamilie” (job and family audit)  | 2021    |
| Further development of health management offerings              | Continuation and target-oriented further development of internal activities relating to „diet“, „exercise“, „relaxation“ and „prevention“ based on employee interests and new medical insights | Ongoing |
|   | Regular health check-ups   | Ongoing |
|   | Continue to offer social counselling for employees   | Ongoing |
|   | Continue to offer comprehensive health promotion services and financial support for employees when booking prevention programmes via the “machtfit” health platform                            | Ongoing |

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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 paper consumption per employee  | Ongoing |
|   | Digitize the application process (exclusively digital applications / initial interviews with external applicants to be conducted via video conference) | Ongoing |
|   | Increased digitization of processes (authorisations, applications)   | Ongoing |
|   | Raise awareness regarding the use of resources   | Ongoing |
|   | Increase energy efficiency by switching light sources to LED technology  | Ongoing |
|   | "Handys für die Umwelt" (mobile phones for the environment) initiative   | 2021    |
|   | Examine EMAS certification   | 2021    |
| Further development of sustainable procurement    | Increase the use of sustainable consumables  | Ongoing |
|   | Change the milk supply for employees (tea kitchens) to organic products  | 2021    |
| Promote eco-friendly mobility                     | Certification as a "bicycle-friendly company"  | Ongoing |
|   | Expand the charging infrastructure in line with increased e-mobility   | 2021    |
|   | Examine the creation of additional incentives for the use of eco-friendly means of transport for daily commuting of employees                          | 2021    |

| F. Showing Commitment to Society   |   |         |
|--|---|---------|
| 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 option for HLA typing in cooperation with the Bone Marrow Donation Centre in Düsseldorf | Ongoing |
|  | Integrate people with disabilities and those of equal status                                      | 2022    |
|  | Promote young up-and-coming artists   | Ongoing |