

Sustainability – Objectives and Activities of NRW.BANK 2023–2026

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
	Consider including employees' suggestions into the further development process	Ongoing
Further expansion of sustainability communications	Further development of sustainability-related topics in internal and external communications	Ongoing
	Publication of a Sustainability Report	2023
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
	Keynote series on sustainability at NRW.BANK for employees	2023
Support for the Paris climate goals	Examination of suitable measures to achieve the Paris climate goals, e.g. development of a climate strategy	2023 et seq.

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B. Shaping Sustainable Promotion for Customers		
Sustainability objective	Activity	Period
Strengthen and expand sustainable promotional products	Advice to funding recipients on promotional offerings for sustainability activities as a permanent task both in commercial promotion and in consulting for public-sector clients	Ongoing
	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
	Expand the promotion of sustainable corporate investments – especially carbon saving projects	2023
	Participation in the development of a federal state strategy on social enterprises	2023
	Analysis of the reorganisation of federal promotion for efficient buildings incl. possible adjustments in the Promotion Programmes	2023
	Create additional promotional impulses in infrastructure/municipal promotion for climate and education issues	2023
	Concept development to support the project planning phases for the use of renewable energy	2023
	Investigation of additional starting points to expand the advisory services for municipalities regarding the sustainability-oriented, climate-friendly modernisation of properties	2023
	Support the federal state in resource-efficient wastewater disposal	2023
	Introduction of special risk quotas in favour of transformation projects	2023
Create more affordable housing	2023	

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C. Further Development of Sustainable Capital Market Business		
Sustainability objective	Maßnahme	Period
Strengthen and expand the sustainable capital market business	Continue the established sustainable portfolio management using the MSCI ESG Sustainability Rating and the MSCI ESG Controversy and Global Norms Screening	Ongoing
	Expansion of sustainable portfolio management to include the consideration of transformation opportunities/risks and to support the Paris climate goals using MSCI Implied Temperature Rise (ITR).	2023
	Reduce the ITR of the Corporate Portfolio by about 0.5°C by no later than 2026	2026
	Guarantee a Sustainable Bond investment portfolio of EUR 600 million and use market opportunities to increase it to EUR 700 million if possible	2023
	Collaborative, standard-based engagement via third-party providers	2023
	Publication of an ESG Investment Framework	2023
	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	2023 et seq.
	Examine the possibility of applying the EU Green Bond Standard (EU COM)	2023
	Annual issue of at least one green bond in compliance with the requirements of the ICMA Social Bond Principles	2023 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
	Offer internal training of trainees on sustainability topics	Ongoing
	Offer pupil internships for career orientation	Ongoing
	Offer trainee programmes with terms of eight to 12 months with guaranteed takeover after completion	Ongoing
Promoting development: strengthening perspectives	Continue the "internal before external" recruitment principle	Ongoing
	Increase the share of women in areas where women are underrepresented in accordance with the Equality Plan	2023
	Preparation for the announced directive on strengthening the application of the principle of equal pay for men and women for equal work or work of equal value	2023
Promoting development: Updating competencies on an ongoing basis	Continuous review of internal further training offering with regard to needs and new developments	Ongoing
	Expand the HR development offerings for competencies of the future	2023
	Expand the leadership skills of employees without general disciplinary leadership (deputies, line managers, extended seniors) by offering training on "lateral leadership".	2023
	"Dealing with mental illness", "healthy leadership" and "emotional skills" as fixed elements of the mandatory executive development	Ongoing
Maintain employee performance in the long term	Introduction of a learning management system	2023
	Continuation and effective further development of the comprehensive range of health promotion services, e.g. – financial support for employees when booking prevention programmes via the "machtfit" health platform	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
Modern working conditions	Development of a new modern occupational pension scheme	2023
	Constant evaluation and further development of work-life balance offerings	Ongoing
	Extensive mobile working options	Ongoing
	Diverse offerings for flexible weekly and annual working hours	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 the paper consumption per employee	Ongoing
	Increased digitalisation of processes (authorisations, applications), e.g. – expansion of the employee portal (document centre, digitalised applications)	Ongoing
	Reduce mail exchange trips between DUS and MS	2023
	Reduce the number of fridges in the tea kitchens on the office floors	2023
	Raise awareness for the use of resources	Ongoing
Further development of sustainable procurement	Increase the use of sustainable consumables	Ongoing
	Increase the recycling share in the disposal of waste	2023
Strengthen environmentally friendly mobility	Re-certification as "bicycle-friendly company"	2025
	Offer of and additional subsidisation of "job bicycle"; provisions of sheltered bicycle parking, showers and changing rooms	Ongoing
	Offer a subsidised "job ticket" and regular review for reasonable adjustments	Ongoing
	Increase and promote the availability of e-company cars	2023

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 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	2023