Operational and organisational structure

The Board of Managing Directors of Deutsche Hypo has declared the professionalization of the sustainability management of the Bank as a central goal. The Sustainability Management is responsible for the implementation of these goals; it is located in the Communications and Board Staff Department, where it forms one of the main fields of activity. The duties of the Sustainability Management include the implementation of sustainability standards, the coordination of sustainability activities as well as the further development of the sustainability strategy. It is supported by a Sustainability Committee, which consists of members from all departments of the company that are related to sustainability. The members come from the following departments: Communications and Board Staff, Domestic Property Finance, Credit Department and Property Valuation, Credit Risk Management, Organisation and IT, Human Resources and Legal, Treasury, Corporate Development and Controlling.

The Sustainability Committee supports the Sustainability Management with the identification of sustainability issues, develops goals and measures, and suggests these to the Board of Managing Directors for implementation. Members also support the implementation of measures in their respective fields. Since its establishment, the Sustainability Committee meets at least once per quarter and discusses and assesses sustainability issues at the overall bank level. In addition, regular bilateral discussions between the different departments and the Sustainability Management are held where new topics are worked out. These are proposed on an ad-hoc basis to the Board of Managing Directors for implementation. Furthermore the Sustainability Management maintains regular contact with the relevant sustainability rating agencies and transmits the information about their requirements and evaluation criteria into the Bank.

The organizational structure and the roles and responsibilities can be found in the following chart.

as of: August 2015