

Percentage of women on the Supervisory Board and the Board of Managing Directors

With the Law for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and the Public Sector (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst) of 24 April 2015, among other things the obligation for the Supervisory Board of listed companies or companies, like Deutsche Hypo, that are subject to co-determination to set targets for the percentage of women on the Supervisory Board and Board of Managing Directors was included in the German Stock Corporation Act (Aktiengesetz) (Section 111 para. 5). The targets had to be set for the first time by 30 September 2015 and to apply only up to 30 June 2017.

Resolution as of September 2015

Deutsche Hypo's Supervisory Board addressed this issue in its meeting on 16 September 2015. The percentage of women on Deutsche Hypo's Supervisory Board was 16.66% at that time and there were no women on the Board of Managing Directors of two.

With the period for the first targets in mind, it was first of all established that the term of office of all members of the Supervisory Board will not end before 30 June 2017. It also had to be established that the term of the contracts of employment of the two members of the Board of Managing Directors does not end before 30 June 2017. It was therefore decided in respect of the first targets to stick with the status quo (Supervisory Board: one female member and Board of Managing Directors: no female members) due to there being no vacancies in the relevant period to 30 June 2017.

Resolution as of June 2017:

With a renewed resolution on 12 June 2017 the following was determined: the proportion of women at the senior management level has increased to 33.33% as a result of the bank-internal appointment of a woman from the first level to the Board of Managing Directors. The share of women in the Supervisory Board remained unchanged.

With regard to the proportion of women in the Board of Managing Directors, due to the small number of members of this body, it was decided to leave it at 33.33%. As far as the Supervisory Board is concerned, it was decided to set the target size to 30%, particularly in view of the deadline set at 30 June 2022, as well as an anyway planned increase in the proportion of women in the future.

Percentage of women in the two management levels below the Board of Managing Directors

With the Law for the Equal Participation of Women and Men in Leadership Positions in the Private Sector and the Public Sector (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst) of 24 April 2015, the obligation for the Board of Managing Directors of listed companies or companies, like Deutsche Hypo, that are subject to co-determination to set targets for the percentage of women in the two management levels below the Board of Managing Directors was included in the German Stock Corporation Act (Aktiengesetz) (Section 76 para. 4). Here too the targets had to be set for the first time by 30 September 2015 and to apply only up to 30 June 2017.

Resolution as of September 2015:

Deutsche Hypo's Board of Managing Directors addressed this issue in its meeting on 22 September 2015. The percentage of women in the first management level at this point was 11.11% and in the second management level 8.57%.

Against the backdrop of the analysis conducted by the Personnel Department it was noted that there are hardly any planned vacancies in the relevant period to 30 June 2017 and, against the background of the anticipated low turnover rate, this is not expected to change.

The Board of Managing Directors has therefore decided in respect of the first targets for 30 June 2017 to stick with the status quo (first management level: 11.11% and second management level: 8.57%).

Resolution as of June 2017:

During the discussion of the Board of Managing Directors shortly before the end of the first term, the following situation in relation to the determination of the target figures for the proportion of women in the two management levels below the Board of Managing Directors was recorded: first management level 5.5% and second management level 18.9%.

This makes it clear that the proportion of women in the first management level fell below the target. The reason for this is, however, is due to the bank-internal promotion a woman from the first management level to the Board of Managing Directors, so that the number of female employees at this level has been correspondingly reduced. The target size for women in the second level has again risen. Overall, it is also gratifying to note that 30% of the management positions vacated or newly created since the initial setting of the target variables (3 out of 10) were assigned to women.

At its meeting on 27 June 2017, the Board of Managing Directors of Deutsche Hypo has set the target size for the share of women in the first management level below the Board of Managing Directors at 15% and the target size at the second management level below the Board of Managing Directors at 20%. At the same time, the deadline for reaching these targets was set for 30 June 2022.