






Sustainability programme 2019

Field	Goal	Measure	Implementation	Status
Strategy	Update of strategic actions in the area of sustainability	Development of the sustainability programme 2018 (definition of measures)	31.12.2019	○
		Update of the sustainability strategy	31.12.2019	○
	Integration of sustainability into the corporate identity	Integration of sustainability into the brand Deutsche Hypo	continuous	○
Organization	Improvement of accounting and evaluation of the sustainability performance	Release of a declaration of compliance 2018 with the German Sustainability Code	30.09.2019	○
		Release of a sustainability report according to GRI „Standards“	30.06.2019	○
	Digitalization	Implementation of a Digital Leadership Program	31.12.2019	○
	Energy efficiency	Energy audit, combined with raising awareness among employees about energy-saving behaviour	31.12.2019	○
	Corporate Citizenship	Volunteering of employees through participation in the Social Days 2019	30.09.2019	○
		Christmas donation to institutions in which employees are involved in social projects	31.12.2019	○
	Development of the qualification of employees	Implementation of a new concept for the development of high potentials	31.12.2019	○
	Promotion of stakeholder interests	Introduction of the group-wide Code of Conduct	31.12.2019	○
	Corporate Governance	Implementation of the new CG specifications	31.12.2019	○
Core business	Establishment of sustainability in the core business	Start of a New Product Process (NPP) "Green Loan"	31.12.2019	○
		Expansion of the investor base for the Green Bond	31.12.2019	○

Explanations:

-  measure not started yet
-  implementation at 25 %
-  implementation at 50 %
-  implementation at 50 %
-  measure implemented