

Sustainability and Environmental Policy

January 2023

Version 1.0

With this Sustainability and Environmental Policy of BayernLB we consolidate our previously independent publications Sustainability Policy and Environmental Policy. In doing so, we have primarily considered the consistent further development of our strategic focus on sustainability, which is also reflected accordingly in our Sustainability Strategy and our Guiding Principles for Transformation. We are thus taking into account the societal development that social and governance aspects are now treated equally to environmental aspects.

The Board of Management has set this Sustainability and Environmental Policy and communicated it to all employees and the public. It applies throughout the BayernLB Group and includes the following subsidiaries:

- Bayerische Landesbank Anstalt des öffentlichen Rechts (institution established under public law) (BayernLB), including Bayerische Landesbodenkreditanstalt (BayernLabo), as the parent company
- Deutsche Kreditbank Aktiengesellschaft (DKB) – sub-group
- BayernInvest Kapitalverwaltungsgesellschaft mbH (BayernInvest)
- Real I.S. AG Gesellschaft für Immobilien Assetmanagement (Real I.S.) – sub-group

We will review this Policy at least every five years and update it as necessary.

Together with our Code of Conduct, our Risk Culture Principles, our Mission Statement and other internal guidelines, our Sustainability and Environmental Policy forms the normative foundation of our sustainability management. In particular, it provides the framework for our Sustainability Strategy and the Sustainability Programme derived from it.

Leading principles

For us at BayernLB, sustainability (in the sense of ESG) is the right way to guide our society. We relate sustainability both to ourselves and to the upstream and downstream stages of the value chain, that is who/what affects and determines us and how we can exert influence.

Authenticity

We are proud of our long history of successful environmental and sustainability management. It remains our goal to use this expertise to accompany our customers on their journey and to steer our Group successfully. We continuously increase our positive impact on the environment, people and society.

Responsibility

We stand for socially just cooperation and active environmental protection. We contribute to (inter)national sustainability goals and commitments and act in a sustainable way - in our home country and wherever our business activities have an impact on our surroundings.

Integrity

We closely monitor all legislative proposals, which are thus continuously analysed and implemented in a timely manner. Our particular focus is on compliance with human rights due diligence and environmental and climate protection laws. We understand the definition of regulations and laws according to their respective objectives and therefore go far beyond mere compliance with regulations.

Transparency

Within our (sustainability) reporting, we report openly and in detail on our goals, measures and their implementation progress in the context of our understanding of sustainability. To this end, we regularly develop further our Sustainability Strategy on the basis of materiality analyses and operationalise it in our Sustainability Programme. We report on how we measure our impact on the environment and society, assess the corresponding risks and manage this overall.

Influences on BayernLB

As BayernLB, we operate in an area of tension with a wide range of influences and expectations. We assess these through regular materiality analyses. This enables us to determine the focus of our sustainable activities. We engage in constructive dialogue with our stakeholders and prevent potential negative influences from our suppliers and service providers by setting high standards.

Stakeholders & dialogue

Through active dialogue with our stakeholders, we strive for a balance of interests with them. We take their requirements into account in the selection of our fields of activity and the (further) development of our internal guidelines. The trust of all stakeholders in our integrity is of great importance to us.

(Upstream) value chain

We place high (sustainability) demands on our external service providers and suppliers. To this end, we conclude corresponding agreements and regularly check that they are up to date and complied with.

Within BayernLB

We are also committed to sustainability within BayernLB: our employees are our most important asset, and BayernLB is a responsible and fair employer to them. Through our internal environmental protection measures, we are continuously reducing our emissions and demonstrating our commitment to the Paris Agreement.

Employees & managers

Sustainability and environmental protection affect all BayernLB employees. Our managers bear a special responsibility in this regard by setting and reviewing appropriate targets. Maintaining the

employability of all employees is a top priority. We are committed to their health, their personal and professional qualifications and further training (especially on sustainability and environmental issues) and to creating a sustainable workplace. We actively promote diversity, equal opportunities and inclusion. We involve our employees in shaping the future and progress of BayernLB and provide transparent and comprehensive information to this end. We want to make it possible for all employees to combine family and work/career.

Internal environmental protection

As part of our certified environmental management system, we work continuously to improve our internal environmental protection and avoid environmental pollution. We use our resources sparingly and efficiently. Our goal is to reduce our CO2 footprint. To this end, we systematically balance our resource consumption and report transparently and regularly on the achievement of our goals.

BayernLB's influence

We also bear responsibility for the environment and society outside of BayernLB: we have a major influence on this, especially through our business activities for our customers. In doing so, we are guided by our (sustainability) principles. At the same time, we pursue our corporate responsibility out of conviction.

Business activities

We actively align our business model with sustainability and support our clients in achieving their goals. The integration of ESG requirements into our products and services offers our customers and us the opportunity to comprehensively consider the risks and opportunities of global challenges and thus make an active contribution to sustainable development. We cultivate fair dealings with our customers. In doing so, we conscientiously implement consumer protection regulations and responsible sales practices.

Corporate responsibility

By supporting various projects and initiatives, we strengthen society and thereby fulfil our corporate responsibility. We report transparently on our involvement in associations and interest groups.

We publish all relevant sustainability-related documents on our [website](#).



Financing progress.

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