

Diversity at Helaba

September 2026



The Helaba Group's Diversity Management aims to integrate a wide range of perspectives and experiences into collaboration and thereby contribute to a high-performing and future-oriented organization. Diversity and equal opportunity are integral elements of the corporate culture and are supported through a life phase-oriented portfolio of measures.

Helaba is committed to providing a working environment in which employees have fair opportunities for development and can contribute their skills and expertise, regardless of age, gender and gender identity, disability, sexual orientation, ethnic origin and nationality, religion or belief, or social background. The objective is to consider diverse perspectives, foster individual potential and promote a respectful working environment.

To support a respectful and non-discriminatory workplace, Helaba has established, among other measures:

- an Inclusion Agreement pursuant to Section 166 of the German Social Code IX (SGB IX) to promote the participation of people with disabilities in working life;
- an Inclusion Officer who serves as a point of contact for matters relating to inclusion and accessibility;
- an Equal Treatment Act (AGG) Complaints Office pursuant to Section 13 (1) AGG, where employees can raise concerns related to discrimination or harassment.

As a signatory of the Diversity Charter and the United Nations Global Compact, and through diversity-related policies for employees, the Management Board and the Supervisory Board, Helaba embeds diversity considerations within its people and governance frameworks.

In addition, Helaba supports employee networks and communities that facilitate the exchange of diverse perspectives and strengthen cross-functional collaboration. These include, among others:

- **Hela:B:Free** (network focusing on accessibility, inclusion and employees with disabilities across Helaba and its subsidiaries)
- **HelaNations** (network for employees with international and diverse ethnic backgrounds)
- **HelaPride** (LGBTIQ* network)
- **HelaWiN** (women's network)
- **NextGeneration** (Group-wide network for young employees)
- **YoungTalents** (Helaba Bank's early-career talent network)
- **Helaba Transform** (digital transformation community)
- **HelaProjektNet** (project management community)
- **Change Agents**
- **Process Community**

Helaba's life phase model comprises measures designed to support employees in different professional and personal stages of life. These include mentoring opportunities, talent development programmes, initiatives to maintain contact during parental leave, childcare services, part-time leadership models and change advisory services.

In addition, a range of development and support measures is available, including mentoring programmes, job-sharing and part-time leadership opportunities, as well as childcare services. A guideline on gender-inclusive language supports respectful and inclusive communication.

Helaba regards Diversity Management as an ongoing development process. Measures and initiatives are reviewed on a regular basis and further developed where appropriate. The objective is to foster a corporate culture characterised by diversity, mutual respect and constructive collaboration.

The principles described above generally also apply to employees outside Germany, provided that their application is consistent with applicable local legal and regulatory requirements.