

Diversity at Helaba

October 2024



Diversity Management is committed to fostering a diverse workforce and leveraging potential to make the bank more inclusive and innovative. **The goal is to create a work environment in which all employees, regardless of age, gender and gender identity, disabilities, sexual orientation, ethnic origin and nationality, religion and belief, or social background, have equal opportunities and can contribute to the company's success.** Helaba also aims to contribute to strengthening innovation and improving risk culture by embracing individual diversity. Helaba has taken measures to promote a respectful and non-discriminatory working environment:

- Helaba has an **inclusion agreement** pursuant to section 166 SGB IX (since 2018), which supports the participation of people with disabilities in working life through workplace integration and inclusion work.
- The **Inclusion Officer** looks after the well-being of all employees and ensures that all employees - regardless of their differences - have the same recognition, support and opportunity to succeed. His or her main tasks include creating equal opportunities by removing barriers that limit participation and performance.
- **Equal Opportunities Officer** plays a key role in monitoring and promoting non-discrimination. Employees can contact our AGG Officer in the event of harassment or discrimination. She is the complaints office responsible under Section 13 (1) AGG and promotes a working environment in which neither individuals nor groups of people are treated unequally.

If we, as an organization, want to become more agile and innovative while keeping risks in mind, we fundamentally need the most diverse experiences and perspectives beyond hierarchy, so that we can develop more ideas faster in collaboration, adequately weigh risks, and ultimately achieve better results. It is important to us to remain an attractive employer in order to retain high-performing and high-potential employees in the long term and to attract highly qualified specialists and managers.

Helaba is aware of its **responsibility** as an employer and wants to create a diverse and modern working environment with a corporate culture that provides a framework in which all employees feel included with their different perspectives and experience equal opportunities. As a signatory of the "**Diversity Charter**," Helaba has been committed to this for over 10 years. For us, this means ensuring good starting conditions, offering appropriate development and career opportunities, and designing equal opportunity offers:

Helaba actively promotes the establishment and activities of networks and knowledge communities:

- Hela:B:Free (Network for accessibility, inclusion and people with disabilities in Helaba and its subsidiaries)
- HelaNations (Network for employees with a foreign ethnic background)
- HelaPride (LGBTIQ* Network)
- HelaWiN (Women's Network)
- Mentors Community
- NextGeneration (group-wide network for young employees)
- YoungTalents (Helaba Bank's junior staff network)
- Helaba Transform (Digitalization community)
- HelaProjektNet (Projectmanagement Community)
- Change Agents
- Process Community

Helaba also has an inclusion agreement that supports the participation of people with disabilities in working life through company integration and inclusion work.

The bank's internal life-phase model includes equal-opportunity offers that are geared towards the different professional and private phases of employees. With its long-term orientation, it supports a sustainable approach to human resources work and aims to offer added value for employees of all ages. Offers include:

- Different mentoring programs
- Identification of potential "Nauta" potential employee program
- Stay-in-Touch during parental leave
- Childcare services and part-time leadership
- Change consulting

The Development of women in their careers is also a key focus:

- As part of a voluntary commitment, our goal is to fill 30% of all management positions with women until the end of 2025.
- We ensure that women make up 50% of participants in Helaba's junior staff, development, and succession programs.
- We offer suitable development measures such as mentoring and job-sharing at the management level.
- We also promote the compatibility of career and family through good childcare at various locations.
- Guidelines for gender-equitable language supports respect and equality.

We continuously monitor and evaluate our progress and develop our processes and offers accordingly.

Helaba's goal is a culture characterized by a diversity of perspectives, an attitude of mutual trust, and personal responsibility for the greater good

The regulation also applies directly to employees abroad, provided that the application of individual regulations mentioned here does not explicitly contradict the regulations in the respective local jurisdiction.