



Preamble

Helaba's corporate philosophy is characterised by a responsibility towards society and the environment. The State Treaty on the establishment of a joint savings bank organisation for Hesse and Thuringia defines a public service remit for Helaba that is oriented towards the common good. Helaba deems securing today's standards of living and the livelihoods of future generations to be a fundamental obligation of its business activities. Helaba considers sustainability, in the sense of its ecological and social responsibility, as an essential prerequisite for its business success. It is an integral component of Helaba's binding, group-wide business strategy. Helaba is meeting current environmental and social challenges, particularly those of climate change and dwindling natural resources.

As the leading S-Group bank in the German savings bank organisation, Helaba's long-term profile reflects the tradition of the Sparkassen-Finanzgruppe, which is typified by a philosophy of sustainability. The "Joint Business Strategy for Sparkassen", agreed in 2014, includes a binding commitment to economic, social and ecological sustainability.

Helaba's Board of Managing Directors has determined standards of conduct in the following sustainability guidelines for the areas of operational activities, business operations, employees and social commitment.

1 Operational activities

Helaba is aware of the impact of its operational activities on the environment and society. For instance, Helaba is actively involved in tackling current challenges, especially those of climate change and scarce natural resources. Therefore, Helaba has built up a significant body of expertise in the financing of forward-looking technologies, especially of renewable energy facilities.

Helaba strives not to work together with companies or institutions that are known to violate fundamental human rights.

1.1 Lending activities

Helaba shall identify and assess environmental aspects as well as social and ethical factors, with the goal of adhering to appropriate environmental and social standards, and incorporate them into its risk assessment and credit approval processes. The bank takes a hesitant approach to lending to industries that typically pose risks to the environment or society.

By focusing its activities on energy-efficient technologies and renewable energies, Helaba takes account of its responsibility towards protecting the climate. In respect of financing technical facilities and processes, especially when financing the construction and modernisation of power stations, Helaba promotes the use of particularly environmentally-friendly technologies.

The manufacture of and trade in controversial types of weaponry, especially cluster munition, anti-personnel mines as well as biological and chemical weapons, are not financed.

Landesbausparkasse Hessen-Thüringen, a legally dependent business unit within Helaba, is committed to improving the energy efficiency of residential properties by providing specific financing solutions.

The development bank of the State of Hesse, the Helaba-owned Wirtschafts- und Infrastrukturbank Hessen (WIBank), promotes measures in the areas of environmental and climate protection and social development.

1.2 Investment activities, trading operations

The Helaba Group offers institutional and private investors a range of sustainable investment products.

In terms of Helaba's own investments, sustainability criteria are included in its investment decisions.

Helaba does not conduct any speculative transactions based on agricultural commodities neither does it create any investment products with a connection to agricultural commodities.

1.3 Real estate activities

Together with its subsidiaries, GWH Immobilien Holding GmbH takes account of sustainability in the construction, refurbishment and operation of residential properties. As a housing company, GWH Immobilien Holding GmbH lives up to its social responsibility. GWH provides specific measures with the aim of improving the quality of people's lives and living space and ensures there is a social balance on housing estates. OFB Projektentwicklung GmbH takes environmental requirements into account in developing and managing projects.

2 Business operations

2.1 Corporate Governance and Compliance

The basic principles of Helaba's Corporate Governance policy, in particular the tasks, responsibilities and obligations of the bank's governing bodies as well as their composition and appointment, are regulated in the State Treaty on the establishment of a joint savings bank organisation for Hesse and Thuringia, in Helaba's statutes as well as in the rules of procedure and operating procedures for Helaba's governing bodies.

Helaba has put in place effective control systems to prevent money laundering, the financing of terrorism, corruption, fraud and violations of insider trading rules, data protection laws and embargo provisions in the form of independent functions that report directly to the Board of Managing Directors, including the capital markets compliance office, the data protection office and the AML and anti-fraud compliance office. Changes to these control systems are carried out in line with legal requirements.

Helaba's general regulations include binding provisions for all members of staff on the acceptance and receipt of gifts, benefits or other gratuities.

2.2 Operational environmental protection

In order to protect the natural environment, Helaba organises its operating activities in a way that it conserves resources as much as possible and takes into account sustainability criteria and sustainability standards in its offices. Reducing CO₂ emissions is a focus of this goal and is achieved, among other things, by optimising the technology in buildings and by choosing low-energy means of transport.

Every year, Helaba calculates and publishes consumption and emissions figures for the most important environmental indicators. This environmental reporting makes significant elements of the impact on the environment of Helaba's operating activities transparent. In particular, this relates to water and energy consumption, CO₂ emissions as well as the disposal of waste and wastewater. Environmental reporting creates incentives for a further reduction in consumption and emissions figures.

Helaba will continue to expand and refine its operational environmental management system.

Frankfurter Sparkasse, a subsidiary of Helaba, has committed itself to protecting the environment in its environmental policy. Frankfurter Sparkasse operates a certified environmental management system that has been audited in line with officially accepted requirements.

Helaba attaches importance to complying with all applicable environmental and occupational health and safety provisions.

Helaba is in regular contact with other banks on the issue of sustainability and is involved in related associations and initiatives. Helaba has been a member of VfU, the German Association for Environmental Management and Sustainability in Financial Institutions, since 2011.

3 Employees

Motivated employees who perform to a high level are an essential precondition for Helaba's long-term corporate success. Being highly attractive as an employer and enjoying a high level of satisfaction among its staff are valuable assets for Helaba.

Helaba considers guaranteeing fair working conditions as one of its main responsibilities. Helaba is committed to creating a balance between a focus on performance and social responsibility, while attaching importance to a corporate culture free of prejudice and discrimination that is characterised by an atmosphere of mutual respect and appreciation. The recognition and support of all employees, with their different characteristics, abilities and potential, have a very high priority.

Members of staff are included in the implementation of sustainability concepts.

In addition, Helaba is committed to supporting the performance, qualification, motivation and health of its employees, especially in the following areas:

- **Remuneration and pension arrangements**
Appropriate remuneration that is heavily weighted towards a fixed salary component is complemented by extensive pension benefits as well as by occupational welfare services and social benefits.
- **Work/life balance**
Helaba specifically supports its employees in balancing their professional and private commitments by offering flexible working times, support for childcare, teleworking models and other measures.
- **Equal opportunities and diversity**
Helaba attaches importance to a corporate culture free of prejudice and discrimination that is characterised by an atmosphere of mutual respect and appreciation. The recognition and support of all employees, with their different characteristics, abilities and potential, have a very high priority.
By signing the Diversity Charter in 2011, Helaba made a commitment to treating its employees without prejudice regardless of gender, nationality, ethnic origin, religion, belief, disability, age, sexual orientation or identity.
- **HR development**
Helaba supports the professional development of its employees on the basis of individual skills and qualifications with targeted training and development programmes. This ensures that employees are also able to meet future challenges. Management functions are only conferred after the successful completion of a diagnostic process to assess a candidate's suitability.
- **Change management**

Helaba supports its employees to navigate change processes in the scope of a wide-ranging change management concept.

- **Health and safety**
Helaba supports its employee with an organised health management system by providing physical and mental health services. Helaba ensures that all personnel-related statutory requirements are adhered to, especially those concerned with the protection of employees from occupational hazards and damaging workload levels.

Helaba and its employees are obliged by internal requirements to prevent corruption and to act with the utmost transparency in case of benefits from third parties.

4 Social commitment

By virtue of its statutory public remit, Helaba is obliged to be particularly committed to society and the common good. Therefore, Helaba considers the promotion of education, culture, social welfare, sport and academia as a vital task. As a corporate citizen, it is strongly affiliated with its home regions of Hesse and Thuringia in a variety of ways. In the two federal states of North Rhine-Westphalia and Brandenburg, in which Helaba has been the Sparkasse Central Institute for the S-Group since 2012, Helaba is also involved in local communities. Frankfurter Sparkasse, a subsidiary of Helaba, is committed to the welfare and quality of life of people in Frankfurt and its environs through the Frankfurter Sparkasse Foundation.

Helaba's diverse areas of community involvement range from memberships, sponsoring, charitable donations and its activities as a benefactor.