

Sustainability Report 2023

Landesbank Berlin AG / Berliner Sparkasse

Contents

Foreword	4
Our commitment	6
Reporting parameters	7
H1 General information	7
Business policy	13
H2 Business model	13
H3 Social sustainability and contribution to the community	14
H4 Principles of corporate governance	16
H5 Customer advice and complaints management	19
Sustainability management	23
H6 Sustainability strategy and goals	23
H7 Implementation in processes and management accounting	27
H8 Sustainability in lending business	30
H9 Sustainability in deposit business	36
H10 Sustainability in own investment (securities account A) and customer investment (securities account B)	36
H11 Human rights and due diligence	41
H12 Sustainability in purchasing and sourcing	44
Environment	45
H13 Environmental concerns	45
H14 Ecological EU taxonomy	49
Human resources	61
H15 Employment policy and equal opportunities	61
H16 Health and well-being	68
H17 Professional development/lifelong learning	69
Corporate governance	72
H18 Standards of conduct for employees	72
H19 Compliance and anti-corruption	74
Communication	76
H20 Dialogue with stakeholder groups	76
Products	78
Sustainable investment products	79
P1 Sustainability-orientated investment products	79
P2 Products to strengthen social self-provision	81
Sustainable loan products	82
P3 Loans for ecological purposes	82
P4 Loans for social purposes	83
Advice/services with a sustainability component	84
P5 Access to financial services	84
P6 Offers for disadvantaged population groups	86
Products with a regional and local impact	87
P7 Loans for the regional population	87
P8 Loans for regional business stakeholders	87
P9 Promotion of business start-ups	88
P10 Loans for the local infrastructure	88
Initiatives	89
Climate protection	90
I1 Promotion of environmental and climate protection projects	90
I2 Promotion of sustainable mobility	91
Infrastructure	93
I3 Economic and structural development	93

I4 Promotion of demography projects	95
I5 Promotion of volunteering and participation	96
Education	98
I6 Promotion of financial literacy	98
I7 Promotion of education and science	99
Social issues	102
I8 Promotion of social projects.....	102
Culture	104
I9 Promotion of regional cultural offers	104
Sport	106
I10 Promotion of regional sport offers	106
Annex	108
Annex regarding the Taxonomy Regulation	A1
Independent auditor's report.....	A23

Foreword*

Dear Reader,

The effects of global developments such as climate change, environmental pollution and dwindling resources have long since become part of our everyday lives. The future depends on a more sustainable economy and way of life, and getting there is a task for society as a whole.

As Berliner Sparkasse, we have a very special responsibility for the Berlin region, because it is our two million or so customers in Berlin who have made us the market leader in Berlin.

We are the reliable and proven partner for the economy of Berlin and for a society in transformation. After all, sustainable action and management are part of our commitment: For more than 200 years, we have been supporting Berlin's economic and social development. We have always been committed to enabling all groups of the population to participate in the economy and society.

Today, this also means securing the ecological foundations of life alongside the economic ones, strengthening social cohesion and enabling as many people as possible to lead a self-determined life. We contribute to this with our social commitment in the region and the promotion of more than 600 projects totalling around €5.3 million. Together with the citizens of Berlin, we are determined to contribute to the capital city's economic and social transformation towards a more sustainable economy and way of life. That is why we have made sustainability one of our most important goals.

This means that we are positioning Berliner Sparkasse for the future, integrating sustainability into all of our planning and business processes and sensitising our employees to this issue. By signing the German savings banks' voluntary commitment to climate-friendly and sustainable business practices, we have set ourselves the goal of making our own business operations CO₂ neutral by 2035 at the latest and have further raised awareness of sustainability.

The focus on sustainability is also reflected in our current reporting. With the further development of the reporting format, we are also taking account of the increased regulatory requirements and fulfilling our own demands regarding transparent, comprehensive and comprehensible sustainability reporting.

Our disclosures cover our attitude as an employer, our guidelines and principles for good corporate governance and our social commitment to the region. We describe the sustainable investment products and advisory services that we offer our customers as well as our initiatives in the fields of education, society, sport, social affairs and the environment that aim to shape a better tomorrow.

We also have big plans for 2024: We will soon be moving into our new location in Johannisthal – a place of encounter and inspiration.

A place where we will offer around 1,200 employees not only a modern working environment, but also a building that has been certified with the Gold Standard by the German Sustainable Building Council. Our agenda also includes the expansion of our range of sustainable investments and product solutions and the continuation of our proven social commitment.

Sustainably good for the city of Berlin and its people – that is our credo and we act accordingly!

[signed: illegible]
Dr. Johannes Evers

[signed: illegible]
Michael Jänichen

[signed: illegible]
Hans Jürgen Kulartz

[signed: illegible]
Nancy Plaßmann

Berlin, March 2024

The Management Board

*Not audited – Not part of the audit by KPMG AG Wirtschaftsprüfungsgesellschaft

Our commitment

Reporting parameters

H1 General information

Company data

Berliner Sparkasse

Branch of Landesbank Berlin AG
Alexanderplatz 2 10178 Berlin 030/869801
info@berliner-sparkasse.de
www.berliner-sparkasse.de

Use of frameworks

Non-financial reporting by Berliner Sparkasse is based on the reporting standard of Sparkassen-Finanzgruppe, which was developed by Deutscher Sparkassen- und Giroverband e. V. (DSGV) with the involvement of regional associations, savings banks and association partners as an independent reporting system for Sparkassen-Finanzgruppe. The Sparkasse indicators are compatible with the internationally recognised standards (Sustainability Reporting Standards, SRS) of the Global Reporting Initiative, the 'GRI-G4 Financial Services Sector Disclosures (GRI-G4 FS)' and the 'German Sustainability Code' (DNK, *Deutscher Nachhaltigkeitskodex*).

They were recognised by the 'German Council for Sustainable Development (RNE, *Rat für Nachhaltige Entwicklung*) in 2013. The reporting standard of Sparkassen-Finanzgruppe (Savings Banks Finance Group) comprises a set of 22 Group G reporting indicators that have been legally reviewed with regard to the statutory reporting obligations, particularly in accordance with the CSR Directive Transposition Act (CSR-RUG, *CSR-Richtlinie-Umsetzungsgesetz*). Furthermore, using a further 18 Sparkasse indicators, we prepare a qualified stakeholder report on orientation towards the common good and core brand values.

References to frameworks

Sparkasse indicator Our commitment	References
H1 General information	GRI SRS 2021: 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-9, 2-11, 2-14, 2-28
H2 Business model	GRI SRS 2021: 2-6, 2-22
H3 Social sustainability and contribution to the community	GRI SRS 2016: 201-1, 201-4, 203-2, 413-1, 413-2 GRI SRS 2021: 2-25, 3-3
H4 Principles of corporate governance	GRI SRS 2016: 405-1 GRI SRS 2021: 2-9, 2-10, 2-15, 2-17, 2-19, 2-20
H5 Customer advice and complaints management	GRI SRS 2016: 417-1 GRI SRS 2021: 2-16, 2-23, 2-29
H6 Sustainability strategy and goals	GRI SRS 2016: 201-2 GRI SRS 2021: 2-12, 2-13, 2-17, 2-22, 2-23, 2-25, 3-1, 3-2, 3-3
H7 Implementation in processes and management accounting	GRI SRS 2021: 2-13, 2-14
H8 Sustainability in lending business	GRI SRS 2016: 201-2, 305-3, 412-3, 416-1
H9 Sustainability in deposit business	GRI SRS 2016: 201-2
H10 Sustainability in own investment (securities account A) and customer investment (securities account B)	GRI SRS 2016: 201-2
H11 Human rights and due diligence	GRI SRS 2016: 403-1, 407-1, 408-1, 409-1 GRI SRS 2021: 2-25, 3-3
H12 Sustainability in purchasing and sourcing	GRI SRS 2016: 308-2, 408-1, 409-1, 414-2 GRI SRS 2021: 2-6
H13 Environmental concerns	GRI SRS 2016: 201-2, 301-1, 302-1, 302-2, 302-4, 302-5, 305-1, 305-2, 305-3, 305-5, 307-1 GRI SRS 2018: 303-3, 303-5 GRI SRS 2020: 306-3, 306-4, 306-5 GRI SRS 2021: 2-12, 2-25, 2-27, 3-3

References to frameworks

Sparkasse indicator Our commitment	References
H14 Ecological EU taxonomy	
H15 Employment policy and equal opportunities	GRI SRS 2016: 401-2, 405-1, 405-2, 406-1 GRI SRS 2021: 2-7, 2-8, 2-25, 2-30, 3-3
H16 Health and well-being	GRI SRS 2016: 401-3 GRI SRS 2018: 403-1, 403-5, 403-6
H17 Professional development/lifelong learning	GRI SRS 2016: 404-1, 404-3
H18 Standards of conduct for employees	GRI SRS 2021: 2-23, 2-26
H19 Compliance and anti-corruption	GRI SRS 2016: 415-1, 417-3, 419-1 GRI SRS 2019: 207-1 GRI SRS 2021: 2-25, 3-3
H20 Dialogue with stakeholder groups	GRI SRS 2021: 2-25, 2-29,3-3

References to frameworks

Sparkasse indicator Products	References
P1 Sustainability-orientated investment products	
P2 Products to strengthen social self-provision	GRI SRS 2016: 203-2
P3 Loans for ecological purposes	
P4 Loans for social purposes	GRI SRS 2016: 203-1
P5 Access to financial services	GRI SRS 2016: 203-2
P6 Offers for disadvantaged population groups	GRI SRS 2016: 203-2, 413-1
P7 Loans for the regional population	
P8 Loans for regional business stakeholders	GRI SRS 2016: 203-1
P9 Promotion of business start-ups	GRI SRS 2016: 203-1
P10 Loans the local infrastructure	GRI SRS 2016: 203-1

References to frameworks

Sparkasse indicator Initiatives	References
I1 Promotion of environmental and climate protection projects	GRI SRS 2016: 201-1, 413-1
I2 Promotion of sustainable mobility	GRI SRS 2016: 201-1, 413-1
I3 Economic and structural development	GRI SRS 2016: 201-1, 203-1, 413-1
I4 Promotion of demography projects	GRI SRS 2016: 413-1
I5 Promotion of volunteering and participation	GRI SRS 2016: 413-1
I6 Promotion of financial literacy	GRI SRS 2016: 413-1
I7 Promotion of education and science	GRI SRS 2016: 201-1, 413-1
I8 Promotion of social projects	GRI SRS 2016: 201-1, 203-1, 413-1
I9 Promotion of regional cultural offers	GRI SRS 2016: 201-1, 203-1, 413-1
I10 Promotion of regional sport offers	GRI SRS 2016: 201-1, 203-1, 413-1

Reporting period

Reporting takes place annually for the financial year. Reporting period of this report:
1 January to 31 December 2023.

Report contents

With this non-financial report in accordance with the Sparkasse standard, Landesbank Berlin AG/Berliner Sparkasse fulfils the requirements for non-financial reporting pursuant to section 289 of the German Commercial Code HGB (*Handelsgesetzbuch*) in conjunction with Article 8 of the Taxonomy Regulation (EU) 2020/852.

Disclosures on external audits

The Supervisory Board of Landesbank Berlin/Berliner Sparkasse commissioned the KPMG AG auditing firm to audit the non-financial report. The auditor's report can be found in the Annex to this report.

Disclosures on materiality

Non-financial aspects were included and analysed in the materiality considerations in accordance with section 289c of the German Commercial Code:

- Environmental concerns
- Employee concerns
- Social concerns
- Respect for human rights
- Combating corruption and bribery

Pursuant to section 289c (3) of the German Commercial Code, the information required to gain an understanding of the business development, performance and position of the share capital company and the effects of its activities on the above-mentioned aspects must be provided.

The aspects identified as (doubly) material as a result of the analysis must be reported in greater detail in the non-financial statement (including information on the concepts adopted and due diligence processes).

Furthermore, the results of the materiality analysis also form the basis for analysing non-financial risks.

All non-financial aspects are relevant for Berliner Sparkasse. Within the scope of the above-mentioned topics, the following aspects were identified as (doubly) material for the 2023 non-financial report with reference to the CSR Directive Transposition Act.

- **Environmental concerns:** Wider aspects relating to climate change arise from the core business of Berliner Sparkasse. By financing companies and their primary business activities, Berliner Sparkasse is exposed to certain environmental issues in the respective customer sector (such as waste volumes in beverage production, energy consumption in the construction industry). In the course of its activities as a non-manufacturing company, Berliner Sparkasse has only a minor impact on the environment. The only elements to be considered with regard to environmental pollution result from microplastic emissions from the tyres of vehicles and courier services used. Accordingly, environmental issues were rated as doubly material.
- **Employee concerns:** As a financial services provider, Berliner Sparkasse is a service company and consists primarily of its employees. The central goal is to ensure a needs-based personnel structure (employment, qualification, management, age). This is why the aspect of employee concerns has a significant impact on business activities. At the same time, Berliner Sparkasse is positioning itself as an attractive employer in the capital city through various programmes for training and professional development as well as equal opportunities.
- **Social concerns:** Berliner Sparkasse considers the aspect of social concerns to be doubly material due to its statutory public mandate (financial services for all, promotion of small and medium-sized enterprises) and its regional commitment (various commitments have an impact on the local community).
- **Combating corruption and bribery:** Various legal provisions apply here that impact Berliner Sparkasse's business activities. At the same time, Berliner Sparkasse is taking various measures to combat corruption and bribery.

The following non-financial aspects were identified as not (doubly) material:

- **Respect for human rights:** Berliner Sparkasse does not purchase any products or services for its direct business activities from sources outside the European Union. At the same time, Berliner Sparkasse, due to its regional activities in Berlin, does not have any significant impact on this aspect. Further information on this is presented in H11 – Human rights and due diligence

As part of its materiality analysis, Berliner Sparkasse has identified the sustainability issues that are relevant to it. This analysis shows which topics should be strategically supported in the future.

The materiality analysis for Berliner Sparkasse was carried out in a multi-stage process based on the legal framework, strategies and regulations of Berliner Sparkasse, the results from the ESG materiality analysis carried out in 2023 and stakeholder aspects.

An initial expert assessment was presented to the cross-divisional sustainability team at a kick-off event. This was followed by a topic-adjusted assessment in workshops. Final results were shared with all divisions, the Sustainability Steering Committee and the Management Board.

Contact

Sarah-Marie Ginnuth
Sustainability Officer
++49 (0) 30/86986125
sarah-marie.ginnuth@berliner-sparkasse.de

Juliane Schmidt
Senior Sustainability Officer
++49 (0) 30/86986146
juliane.schmidt@berliner-sparkasse.de Business

Results and economic situation

→ [Annual reports](#)

Key data as per 31 December 2023	Value
Total number of employees in person units	3,349
Number of employees in employee capacities (annual average)	2,955
Number of apprentices and trainees	176
Number of branches (staffed)	108
Number of self-service branches	70
Number of mobile branches	2
Total self-service devices (ATMs)	829
<i>Of which:</i> Number of ATMs	508
<i>Of which:</i> Self-service terminals (including account statement printer function)	321
Number of private current accounts	1,442,171
Number of business current accounts	88,096
Total assets in €1,000	45,456,849
Equity in €1,000	2,161,243
Liabilities to customers in €1,000	32,727,762
Liabilities to banks in €1,000	2,966,062
Receivables from customers in €1,000	29,350,239
Receivables from banks in €1,000	6,605,475

Management Board

Dr Johannes Evers, Chief Executive Officer, Customer and Product Management, Auditing, Organisational and Productivity Management, Corporate Development, since 1 April 2023 Finance, Direct Banking Service

Michael Jänichen, Compliance, Credit, Risk Management and Legal, Risk Controlling, Valuation

Hans Jürgen Kulartz, Commercial Real Estate Finance, Human Resources, Private Banking, Treasury and Corporate Customers

Tanja Müller-Ziegler (until 31 March 2023)

Nancy Plaßmann (since 1 October 2023), Private and Corporate Customers, Marketing and Sales Management, Berliner Sparkasse Foundations

Supervisory Board

Helmut Schleweis (until 31 December 2023)	Chairman of the Supervisory Board, President of Deutscher Sparkassen- und Giroverband e. V.
Professor Dr Ulrich Reuter (from 1 January 2024)	Chairman of the Supervisory Board, President of Deutscher Sparkassen- und Giroverband e. V.
Frank Wolf	Deputy Chairman of the Supervisory Board
Heiko Barten	Member
Matthias Dießl	Member
Michael Dutschke	Member
Lutz Goldbeck	Member
Sven Herzog	Member
Burkhard Jung	Member
Daniel Kasteel	Member
Ela Nößler	Member
Thomas Mang	Member
Stefanie Rabe (until 31 December 2023)	Member
Stefan Reuß	Member
Peter Schneider	Member
Christina Stöner	Member
Walter Strohmaier	Member
Dr. Harald Vogelsang	Member
Ulrich Voigt	Member
Ludger Franz Weskamp	Member
Manfred Wiesinger	Member
Christian Miska (from 1 January 2024)	Member

Owner

Landesbank Berlin AG (LBB) is an unlisted stock corporation and a credit institution within the meaning of the German Banking Act (KWG, *Gesetz über das Kreditwesen*). It is the owner of Berliner Sparkasse (BSK) and is considered a separate savings bank association in accordance with the Berlin Savings Bank Act.

In the following, the term 'Berliner Sparkasse' will be used synonymously for Landesbank Berlin AG/Berliner Sparkasse.

Legal form

Berliner Sparkasse is a savings bank within the meaning of section 40 of the Banking Act, an institution under public law with partial legal capacity, established as such pursuant to section 3 of the Berlin Savings Banks Act and is managed as a branch of Landesbank Berlin (LBB).

Memberships in associations and institutions

As the owner of Berliner Sparkasse, Landesbank Berlin AG is considered a separate savings bank association in accordance with the Berlin Savings Banks Act. Sparkassenverband Berlin thus represents the interests of Berliner Sparkasse and Landesbank Berlin AG within Sparkassen-Finanzgruppe and vis-à-vis the Federal State of Berlin. It supports and advises Berliner Sparkasse and Landesbank Berlin AG on business policy and strategic issues in their cooperation with other savings banks and accordingly coordinates the activities within Sparkassen-Finanzgruppe.

Sparkassenverband Berlin, headed by President Dr Johannes Evers and Managing Director Kai-Uwe Peter, is a member of Deutscher Sparkassen- und Giroverband (DSGV) and thus one of 12 regional savings banks associations.

Landesbank Berlin AG/Berliner Sparkasse is an extraordinary member of the Association of German Public Banks (VöB, *Bundesverband öffentlicher Banken*).

Business area and important markets

The Berlin region is the focus of Berliner Sparkasse's business activities. Berlin and the surrounding area form the focus of business activities in commercial real estate financing and corporate customer business.

Business areas

Compliance, direct banking services, finance, commercial real estate financing, loan, customer and product management, marketing and sales management, organisational and productivity management, human resources, private and corporate customers, private banking, auditing, risk management and legal, risk controlling, foundations, treasury and corporate customers, corporate development, sales development, valuation

Important products and services

Account management, payment transactions, lending business, real estate financing, savings business, securities business, investment advice, insurance, building society savings, liquidity management, generation and foundation management, commercial real estate financing, leasing

Important customer groups

Private, corporate, private banking, corporate and real estate clients, property developers, commercial investors, housing companies, foundations, public sector institutions

Sustainability ratings of Sparkasse

Since the end of 2022, Landesbank Berlin/Berliner Sparkasse has had an ESG impact score from Moody's Investors Service (MIS) of 2 on a scale of 1 to 5 similar to a school grade.

As part of the further development of the rating profile and sustainability management, the intention is to work with a renowned ESG rating agency in the future to obtain a classic ESG rating. The foundations for this are being worked on as a project as per the reporting date.

Business policy

H2 Business model

Public mandate

Berliner Sparkasse was founded in 1818 to give people in Berlin the opportunity to invest their savings at interest and to accumulate capital. The founding mandate was enshrined in law: Berliner Sparkasse is responsible for promoting savings and satisfying local credit needs, in particular, those of small and medium-sized enterprises and economically weaker sections of the population (section 2 (1) BSpkG).

Even today, this public mandate characterises the fundamental business model as a regional savings bank and forms the basis of its activities as a savings bank orientated towards the common good. Berliner Sparkasse is committed to the common good in the region in the areas of education, culture, social affairs, sport and science.

Berliner Sparkasse focuses its work on fulfilling its public mandate at all times. The relevant principles are laid down in section 4 of the Berlin Savings Banks Act: "The business of Berliner Sparkasse is to be conducted in accordance with commercial principles, taking into account general economic aspects." Berliner Sparkasse acts in this spirit and places the needs of its customers at the centre of its business activities. Berliner Sparkasse regularly adapts its products and services to the prevailing market conditions.

We offer opportunities for safe investments and provide access to cashless payment transactions, especially for economically weaker parts of the population. We guarantee the nationwide provision of financial services, promote financial literacy and ensure the local supply of loans with a particular focus on small and medium-sized enterprises.

We are working profitably to strengthen our capital base for the future. We pursue a responsible and risk-conscious business policy and comply with the law. We communicate the objectives of our business policy in a transparent way.

Value creation and supply chain

As a regional savings bank, we are a member of Sparkassenverband Berlin and also part of Sparkassen-Finanzgruppe. The companies of Sparkassen-Finanzgruppe work together in a strong network and are specialists in the respective fields based on a division of tasks. They operate as independent institutions, but at the same time interconnect their service and product offerings. In addition to the savings banks, the association also includes DekaBank, the building societies (*Landesbausparkassen*) of the federal states, BerlinHyp, public insurers, leasing, factoring, equity investment and consulting companies as well as service companies, for instance, in the areas of IT, securities processing, payment transactions and publishing.

As a regionally active savings bank, Berliner Sparkasse offers its customers financial products and services in cooperation with its association partners. Berliner Sparkasse's main sources of income are interest income and income from commission business with customers and with the institutions of Sparkassen-Finanzgruppe. Further details can be found in the annual report of Landesbank Berlin.

→ [Annual report](#)

H3 Social sustainability and contribution to the community

Assessment of risks and opportunities for the business model and business strategy in the area of social concerns

As a savings bank, we are an integral part of the regional economic cycle, in line with our business model. Our employees and customers are based in the region.

Strengthening social cohesion, sustainable prosperity and social sustainability in the region is part of the public mandate. In providing its services, Berliner Sparkasse takes into account the needs of its interest groups. The trends of digitalisation and sustainability as well as the impacts of macroeconomic developments (interest rate turnaround, demographics and growing regulatory requirements) have a direct impact on our business model that is orientated towards the common good and our regionally focused business strategy.

Good working conditions for our employees

The guidelines on internationally applicable human and labour rights are applied at Berliner Sparkasse and are taken into account in its business processes. These include, for instance, requirements relating to occupational safety, freedom of collective bargaining and assembly, equal treatment and co-determination rights, the compatibility of work and private life, and the promotion of employees' physical and mental health.

Our aim is to create good working conditions and to promote diversity and equal opportunities. In addition to attractive conditions in terms of salary, working conditions and further development opportunities, Berliner Sparkasse has launched various initiatives to promote its employees and increase its attractiveness as an employer. Further information on the above-mentioned topics can be found in chapter H15 'Employment policy and equal opportunities'.

In view of dynamically changing work processes, Berliner Sparkasse supports its employees in dealing with new requirements in a constructive and productive way. Further details can be found in chapter H17 'Professional development/lifelong learning'.

The green and digital transformation of the economy is leading to an increasing need for further professional qualification. In the area of digitalisation, Berliner Sparkasse has comprehensive support tools at its disposal which we are using to gradually and precisely expand the skills of our employees. Sustainability is an integral part of the training and professional development curriculum and in some cases even mandatory for all.

Berliner Sparkasse aspires to be an excellent employer for potential applicants that also supports its employees in the long term in their successful professional development. Differentiated professional training programmes for all groups of employees are hence just as important as measures that promote good cooperation and strengthen team cohesion.

Basic financial services and a responsible product range

Our products and services cover the basic needs of financial services and ensure a basic infrastructure for the broad population in the region. We offer all citizens access to financial services and secure forms of investment without exclusively focussing on highly profitable customer groups.

The use of branches and digital access channels has changed dynamically in recent years. The combination of a broad network of bricks-and-mortar branches with a comprehensive digital offering gives customers the choice of how to get in touch with their financial institution: whether on site or via media channels.

Mobile and online services also offer access to financial services and modern payment methods.

We strengthen financial literacy for all generations. We also support private households through the independent 'Geld und Haushalt' (Money and Budget) advisory service of Sparkassen-Finanzgruppe with free no-ad offers for budget and financial planning, thus enabling them to make their own decisions on how to provide for the future.

Appropriation of profits and social initiatives for sustainable infrastructures and regional communities

Social commitment is part of Berliner Sparkasse's DNA. Its orientation towards the common good has been enshrined in the Savings Banks Act from the very beginning.

Contribution to the community

Berliner Sparkasse is committed to contributing to social cohesion by supporting various initiatives, foundations, associations and voluntary work. The Berliner Sparkasse Foundation, the Brandenburger Tor Foundation and Berliner Sparkassenstiftung Medizin are one component of Berliner Sparkasse's social commitment. They support social projects, education and equal opportunities for children and young people, art and cultural projects as well as medical research focussing on rare diseases.

Funds from the 'PS-Sparen und Gewinnen' programme are used to support children and youth projects as well as facilities for the disabled and elderly. Funds are allocated jointly with the Senate Department for Labour, Social Affairs, Equality, Integration, Diversity and Anti-Discrimination and the Senate Department for Education, Youth and Family.

In 2023, Berliner Sparkasse allocated around €650,000 in special-purpose income to initiatives and projects that focus on equal opportunities and social cohesion. The Berliner Sparkasse Foundation supported further initiatives and projects with around €681,000 from special-purpose income. In total, around 600 projects, associations and initiatives in Berlin were supported with around €5.3 million in the 2023 reporting year.

Broad-based neighbourhood commitment supports a large number of charitable projects in schools, sports clubs, social and cultural institutions throughout Berlin. Presentations in educational institutions are designed to foster financial literacy for young and old. During the so-called 'Volunteering Month', employees get involved in the organisations and initiatives put forward by them.

In addition, Berliner Sparkasse has been supporting the voluntary social commitment of its employees in Berlin and Brandenburg since 2023 by offering paid time off from work for up to three working days when employees use the same number of days from their regular holiday.

The focus is on the social contribution to society, i.e., social commitment to a societal, charitable and non-profit purpose.

Berliner Sparkasse sponsors sport, culture, business and social affairs as well as important events related to the city's history. In the field of sport, for example, Berliner Sparkasse supports the youth work of the 'Füchse Berlin' handball club and the 'BR Volleys' and, together with the federal state's sports association, promotes elite and popular sport. We cooperate with Komische Oper Berlin to promote cultural diversity and the participation of all social classes in the opera programme.

The partnership with the Berlin Museum of Natural History (*Museum für Naturkunde Berlin*) includes various events and podcast series to impart knowledge. At Zoo Berlin, Berliner Sparkasse supports the educational programme of the 'Zoo School' and is committed to the protection of biodiversity through animal sponsorships.

Close cooperation also exists with Freie Universität Berlin in the area of start-up support and through an endowed professorship on the topic of digitalisation. An endowed professorship on banking regulation is being funded jointly with S-Finanzgruppe's School of Finance and Management. Further collaboration was proposed with Technische Universität Berlin in 2023 – Berliner Sparkasse is to support an endowed professorship in sustainable finance for several years.

Since 2017, Berliner Sparkasse has been awarding the Roman Herzog Prize for the further development of cooperation in society. Berliner Sparkasse participates in various awards, such as the Jewish Museum Berlin's Prize for Understanding and Tolerance and the Margot Friedländer Prize, which honours schools for their Shoah remembrance culture, as well as the Inclusion Prize initiated by the Federal State of Berlin.

- www.berliner-sparkasse.de/Stiftungen
- www.berliner-sparkasse.de/gemeinsam-fuer-berlin
- www.berliner-sparkasse.de/nachhaltigkeit

H4 Principles of corporate governance

Corporate governance report

Basics of corporate governance

Corporate governance at Berliner Sparkasse is rooted in the following principles:

Berliner Sparkasse is a legally and economically independent institution under public law that was established by its owner to fulfil certain public tasks. As a credit institution, it must comply with extensive legal requirements that are laid down in special legislation. In addition to the regulations to which all credit institutions are subject (German Banking Act, German Securities Trading Act (WpHG, *Gesetz über den Wertpapierhandel*), German Money Laundering Act (GwG, *Gesetz über das Aufspüren von Gewinnen aus schweren Straftaten*), etc.), a public-law institution is also subject to special savings bank regulations in accordance with the Berlin Savings Banks Act. Among other things, these laws determine the legal form, tasks and constitution of Berliner Sparkasse, including key aspects of corporate governance.

As a major institution, Berliner Sparkasse is subject to supervision by the European Central Bank (ECB).

'Responsible corporate governance' at Sparkasse

As a public savings bank, Berliner Sparkasse's mission is to ensure an adequate supply of monetary and credit services to all groups of the population, companies and the public sector. It provides opportunities for safe, interest-bearing investments and enables access to cashless payment transactions. It guarantees the state-wide supply of financial services and ensures the supply of loans with a particular focus on SMEs.

This public mandate laid down in the Savings Banks Act reflects what makes savings banks special: They are there for everyone. Their task is to help people from all groups of the population to lead an economically self-determined life. Savings banks stand for financial and hence social participation. The public mandate is the basis and guideline for their actions.

Due to their public mandate and the associated focus on the common good, the business model of public savings banks is not geared towards maximising profits.

Instead, their task is to fulfil their public mandate in the long term. Furthermore, the profits generated by public savings banks – in as far as they are not needed to strengthen equity or, as in the case of Berliner Sparkasse, are also used for distribution of profits to its owners – benefit the general public.

Berliner Sparkasse is obliged to pursue a prudent and sound business policy in compliance with the provisions of legislation applicable to savings banks, which bans or restricts a number of particularly risky transactions.

Management structure at Sparkasse

The governing bodies of Berliner Sparkasse as a public-law institution with partial legal capacity are its Management Board and the Savings Bank Advisory Board (BSpkG, section 5). The Management Board manages the savings bank and represents it in and out of court. The Management Board is obliged to manage Berliner Sparkasse in accordance with the provisions of the Berlin Savings Banks Act and the instructions given by the supervisory authority. It is responsible for issuing and cancelling public documents. The Management Board of Berliner Sparkasse is appointed by the owner with the approval of the Senate Department responsible for the banking sector and consists of all members of the Management Board or the management of the owner. The Senate Department responsible for the banking sector may dismiss a member of the Management Board of Berliner Sparkasse if they cannot sufficiently guarantee that they will fulfil the provisions of the Berlin Savings Banks Act or the instructions given by the supervisory authority. The owner may dismiss members of the Management Board of Berliner Sparkasse at any time.

The Supervisory Board of Berliner Sparkasse's owner determines in particular the guidelines for business policy and supervises the activities of the Management Board. Certain transactions are subject to the Supervisory Board's approval. In the case of transactions of fundamental importance, the Supervisory Board reserves its right of approval. This includes decisions or measures that fundamentally change the company's net assets, financial position or results of operations. The following transactions and measures, for example, can only be carried out by the Management Board with the Supervisory Board's prior approval: appointment and dismissal of authorised representatives, dismissal of the heads of risk controlling, auditing and compliance, establishment and closure of branch offices or the acquisition of more than 25% of the shares of another company as well as the increase or sale of all or part of such an investment.

Berliner Sparkasse avails itself of expert advice from a Savings Bank Advisory Board on matters of general business policy. It is bound by the provisions of the Berlin Savings Banks Act and consists of nine members, at least four female and at least four male members and one representative of Sparkassenverband to chair the Advisory Board. The members of the Savings Bank Advisory Board are appointed for a term of office of five years by the Senate Department responsible for the banking sector at the suggestion of the owner.

They can be dismissed at any time by the Senate Department responsible for the banking sector. To avoid conflicts of interest, the German Banking Act and the Berlin Savings Banks Act stipulate who does not qualify as a member of the governing bodies of the savings bank. Further information on the above-mentioned topics can also be found in the 'Corporate governance' section.

Remuneration

Management of Berliner Sparkasse has defined a Group-wide remuneration strategy that implements the requirements of the Remuneration Ordinance for Institutions (*InstitutsVergV, Verordnung über die aufsichtsrechtlichen Anforderungen an Vergütungssysteme von Instituten*) and is reviewed annually. The remuneration strategy of Berliner Sparkasse is a binding framework for the remuneration policy of Berliner Sparkasse as an individual institution as well as for the BSK Group, S-Kreditpartner GmbH and S-Servicepartner Berlin GmbH. It describes the medium-term and long-term targets for the remuneration structure at Berliner Sparkasse and the Group.

As a member of the collective bargaining association of public banks (*Tarifgemeinschaft öffentlicher Banken*), Berliner Sparkasse is bound by collective agreements and therefore applies the collective agreements for public banks. In accordance with the Remuneration Ordinance for Institutions, Berliner Sparkasse has defined a remuneration strategy for the non-tariff area in particular.

Accordingly, the remuneration parameters must be aligned with the strategies and support the achievement of the strategic objectives. This includes the aspect of sustainability.

The remuneration systems are also designed to be non-discriminatory. This covers all aspects of the remuneration policy, including award and payment conditions. Pay discrimination based on gender for equal or equivalent work is not permitted; the remuneration systems are gender-neutral.

The focus is on fixed remuneration. The prerequisite for granting variable remuneration is the achievement of sustained positive overall success for the institute. The 'value contribution' target, which is based on economic value added, is used for this purpose. Variable remuneration is intended to honour sustainable and risk-adjusted performance that goes beyond the fulfilment of contractual obligations.

Further information on the remuneration policy and the remuneration report can be found in the disclosure report in accordance with the Remuneration Ordinance for Institutions and is published on the website of the owner, i.e., Landesbank Berlin AG (LBB).

Since 2022, qualitative sustainability targets have been part of the target agreement for both the Chief Executive Officer and the Chief Risk Officer.

Diversity on the Management Board

On 25 February 2015, Berliner Sparkasse adopted a diversity policy for the Management Board. This stipulates that the bank strives for diversity in terms of educational background, origin, gender and age on the Management Board.

The Management Board of Berliner Sparkasse currently has four members. Women account for a share of 25% and this is the currently defined target until 2027.

Organisational anchoring of sustainability and appropriate involvement of management

Berliner Sparkasse is committed to acting sustainably in line with its strategic orientation, its public mandate and its ethics policy. Company management assumes responsibility for compliance with these principles.

Sustainability management, including reporting, is the responsibility of the Corporate Development division, which is part of the department of the Chairman of the Management Board of Berliner Sparkasse. Risk-relevant topics and risk controlling are the responsibility of the Chief Risk Officer of Berliner Sparkasse.

On 1 July 2022, the cross-divisional sustainability function was implemented within the Corporate Development division. As a result of the preliminary sustainability project, a bank-wide implementation project was launched in January 2023 with a term of 18 months. The main goal of this project is to implement regulatory requirements and integrate sustainability issues into all areas of Berliner Sparkasse. Regular cross-divisional steering groups facilitate close exchange and the transfer of knowledge.

In January 2024, a Sustainability Sounding Board made up of cross-divisional members was established to support ESG-relevant topics and ensure the transfer of knowledge to the specialist areas. This board can make recommendations to the Board of Directors in an advisory capacity.

- www.berliner-sparkasse/ethikrichtlinie
- [Disclosure report](#)

Fundamentals of corporate management		Status
Corporate governance report		No reporting
Corporate governance code		No statement
Diversity policy for the Management Board		Available
Organisational anchoring of sustainability		Function
Area		
Overall responsibility at Management Board level		Chairman of the Management Board
Overall coordination		Sustainability project
Other areas:		
Risk controlling, compliance, corporate development		

H5 Customer advice and complaints management

Quality standards for customers and consumers

Berliner Sparkasse offers its customers qualified advice on all financial matters at all customer contact points in the business area and via various online channels.

Our quality promise is based on advice from highly qualified employees with a focus on customer interests. We provide our customers with continuous and active support in our branches and with our media advisory services. Our holistic advisory approach enables us to cater to the specific needs of our customers and support them in selecting products that suit their personal life planning. The advisor considers the customer's personal and financial situation, personal goals (including sustainability preferences if relevant), risk appetite if required and their experience and knowledge. To this end, we also apply the comprehensive and systematic advisory approach based on the savings bank financial concept. Last year, 295,179 consultation meetings were held using the savings bank financial concept.

Berliner Sparkasse provides its customers with advice and support in all financial matters at every stage of life, even beyond the individual product range. The customer advisors do not receive any sales targets for specific products in securities business nor do they receive any commission. Customer suggestions and complaints are regularly analysed, evaluated and used for the continuous improvement process at Berliner Sparkasse.

Our quality promise

1. Our qualified advisors provide our customers with continuous and active support.
2. We place the goals and needs of our customers at the centre of our advice.
3. We provide our customers with expert advice and offer high-quality products at fair conditions.
4. We are always available for our customers, wherever they are.
5. We are friendly, professional and speak to our customers in a language that they understand.
6. We process our customers' requests quickly and carefully.
7. Our customers' opinions matter to us.

Product responsibility

When introducing new products and alternative sales channels and opening up new markets, Berliner Sparkasse ensures that sustainability aspects are taken into account as part of the established process for new products and processes (NPP).

Customer satisfaction as a benchmark

Due to its public mandate, the development of the economy and society in the region and the satisfaction of our customers are Sparkasse's key concerns. Satisfied customers recommend us as a financial partner and are a key factor for our economic success.

The implementation of the quality requirements is reviewed every two years as part of representative surveys of private customers representative for the overall population as well as corporate customers. The survey results, once available, are made transparent within the company and appropriate measures are implemented in response to customer wishes. This allows satisfaction to be maintained at a high level.

The customer satisfaction index, the customer loyalty index and the overall index (for private and corporate customers respectively) are measured.

In recent years, society as a whole has increasingly come to understand that social participation and a robust economic basis can only be guaranteed in a healthy environment with sustainable climate conditions. Environmental and sustainability aspects are becoming increasingly important for customer satisfaction.

This is why our customers' perception of Berliner Sparkasse in terms of sustainability has been part of a biennial (population) representative survey since 2023. The customer perception index (for both private and corporate customers) is measured and defined as a strategic sustainability goal (see also chapter H6 'Strategic sustainability goals').

The majority of both private and corporate customers rate us as good to excellent in all sustainability aspects surveyed. However, the index also shows that we are undergoing a dynamic transformation process in which both private and commercial customers expect our support and guidance.

Consultations in accordance with the Sparkasse financial concept	Number	Previous year
Total consultations according to the savings bank financial concept	295,179	141,668
Of which:		
Private customers	293,966	140,308
Corporate customers	1,213	1,360
Index values for customer satisfaction, customer loyalty and total	Points	Previous year
Customer satisfaction index, private customers	69	69
Customer loyalty index, private customers	84	83
Total index, private customers	75	75
Customer satisfaction index, corporate customers	80	78
Customer loyalty index, corporate customers	91	86
Total index, corporate customers	84	81

Our customer satisfaction index in the reporting year was 69 out of 100 index points among private customers and 80 out of 100 among corporate customers. The customer loyalty index shows a value of 84 out of 100 index points among private customers and 91 out of 100 among corporate customers.

Index values for customer perception of sustainability	Points
Index for customer perception (products & banking operations), private customers	60
Index for customer perception (products & banking operations), corporate customers	62

The survey on customer perception of sustainability was carried out in 2023 for the first time.

Top 3 box values for customer satisfaction with support and advice	In %	Previous year
Customer satisfaction with support and advice, private customers	94	95
Customer satisfaction with support and advice, corporate customers	99	100

Top 3 box values for willingness to recommend	In %	Previous year
Willingness to recommend, private customers	96	98
Willingness to recommend, corporate customers	100	100

The willingness to recommend Berliner Sparkasse as an expression of customer loyalty is measured as the proportion of customers who would answer 'yes, definitely', 'yes, probably' or 'maybe' to the question whether they would recommend Berliner Sparkasse to others. In the reporting year, this value totalled 96% among private and 100% among corporate customers.

This is confirmed by our customers' high level of satisfaction with the overall support and advice they receive.

In the reporting year, this amounted to 92% among private and 99% among corporate customers and refers to the proportion of customers who rated overall support and advice as 'excellent', 'very good' or 'good'.

Previous year's figure: The index and top 3 box values are surveyed every two years, meaning that the last survey was carried out in 2021.

Suggestions and complaints management

We also see customer suggestions and complaints as an opportunity to improve. Berliner Sparkasse has set up a complaints office and provided measures for complaints management. The task of complaints management is to ensure appropriate and prompt handling of customer complaints.

Complaints received are analysed in order to rectify recurring errors or problems in order to ensure a high level of customer satisfaction and long-term customer loyalty. The 'Complaints Management Principles' are published on Berliner Sparkasse's website, including an overview of the complaints handling process.

In the 2023 reporting year, 14,678 complaints were recorded. This is a reduction of 5.8% compared to the previous year. The focus was on current accounts, cards and payment transactions; a more detailed analysis was not yet fully available at the time of reporting.

A number of customer suggestions were incorporated into our processes and precautions were taken to avoid similar complaints in the future through measures such as sensitising our customers to avoid digital claims or changing our service provider for postal delivery.

Complaints management	Number	Previous year
Total number of customer complaints recorded	14,678	15,426

Dispute resolution procedure

Customers who are unable to reach a satisfactory solution to a dispute with Sparkasse have the option of contacting the competent consumer arbitration board.

The competent consumer arbitration board for Berliner Sparkasse is the arbitration board of Deutscher Sparkassen- und Giroverband e. V. (DSGV).

The aim is to resolve disputes between the customer and the savings bank out of court and therefore quickly and in a cost-effective way. The dispute resolution procedure is conducted by an arbitrator, the so-called ombudsperson. Ombudspersons must be qualified to hold judicial office. They are independent and not bound by instructions. Ombudspersons are appointed for a term of three years by DSGV management after prior consultation with the Federal Office of Justice and the Federation of German Consumer Organisations (*Verbraucherzentrale Bundesverband e. V.*).

During the three years prior to their appointment, they may not have worked for DSGVO, a regional association of Sparkassen-Finanzgruppe or one of its institutions.

The number of arbitration proceedings has doubled compared to the previous year. The reasons for this are the increase in claims due to credit card misuse or online banking and the rejection of refund requests from customers in this regard.

→ DSGVO arbitration board

Arbitration proceedings	Number	Previous year
Total customer submissions to the competent arbitration body	435	209

Sustainability management

H6 Sustainability strategy and goals

Assessment of sustainability risks and opportunities in relation to business activities

As a credit institution, Berliner Sparkasse is required to assess and manage the impact that climate change and the transition to sustainable business practices can have on its business activities. The German Federal Financial Supervisory Authority (BaFin, *Bundesanstalt für Finanzdienstleistungsaufsicht*) defines sustainability risks in its 'Guidance Notice on Dealing with Sustainability Risks' as "events or conditions in the environmental, social or corporate governance areas which, if they occur, may have an actual or potential negative impact on the net assets, financial position, results of operations and reputation of a company".

In addition, the ECB's 'Guide on climate-related and environmental risks' is relevant for Berliner Sparkasse.

Key sustainability aspects as risk drivers for Sparkasse's business model

Sustainability risks are risk drivers for the known risk types, i.e., counterparty risks, market price risks, liquidity risks and operational risks and thus do not constitute an independent risk type.

Sustainability risks in the areas of social and corporate governance can result from non-compliance with (legal or social) norms and standards. They can have a negative impact on the net assets, financial position and results of operations (for instance, fines) and reputation (reputational or strategic risk). In the BSK Group, the risks from the social and corporate governance areas of Berliner Sparkasse itself are subsumed under 'strategic risk'.

In financing business, environmental sustainability aspects impact the value of assets or creditworthiness (outside-in perspective) when physical and/or transitory risks materialise.

- Physical risks relate to the effects of climate change, for example, as a result of extreme weather events, which have a direct and indirect impact on Sparkasse via customers and materialise, for instance, in the form of property damage and loan defaults. They describe the direct influences on economic value chains.
- Transitory risks or transition risks result from the effects of (political) measures to mitigate climate change and to manage the transition to a low-carbon economy. Transitory risks can affect the savings bank indirectly if, for instance, customers' livelihoods are threatened due to sharp rises in CO₂ prices.

Legal risks are also conceivable if, for instance, the legal assessment of a business activity changes over time with a view to sustainability.

For its part, Berliner Sparkasse has an impact on climate change and other sustainability aspects through its financing of economic activities, for example, when certain sectors are excluded from financing or when Sparkasse addresses sustainable development issues at the level of individual commitments in dialogue with customers (inside-out perspective).

Sustainability risks are identified annually within the scope of the ESG materiality analysis as part of the risk inventory. In future, sustainability risks will be analysed and evaluated as part of the annual risk inventory. In order to take into account the special long-term nature of sustainability risks, sustainability risks are assessed for both short, medium and long-term periods in NGFS scenarios from the 'orderly', 'disorderly' and 'hot house' clusters. NGFS stands for 'Network for Greening the Financial System'. This is a global network of 66 central banks and supervisors that aims to promote climate-related risk management in the financial sector.

In 2023, a detailed materiality analysis was carried out as part of the BSK Group's sustainability project. It is part of the 2023 risk inventory. As a result, in addition to credit risk, reputational risk was also identified as being materially affected by ESG drivers. Various measures were identified on this basis (examples).

- Berliner Sparkasse has decided to rely on three ESG scorings. In addition to the S-ESG score of S-Rating (SR) and the RSU-ESG score, which is still to be implemented in 2024 as an in-house development of S-Finanzgruppe, the ISS-ESG rating is used at Berliner Sparkasse to obtain an independent assessment for large customers. The ratings will be reported following their introduction.
- The risk strategy was expanded to include 'ESG quality', 'ESG controversies' and 'energy efficiency' as steering fields. These are the areas that have proven to be relevant for Berliner Sparkasse. The area of 'ESG quality' comprises the assessment of the customer or financing according to ratings/scorings. 'ESG controversies' includes bans due to breaches of standards by customers and restrictions for certain sectors, analogous to the ethics policy. 'Energy efficiency' deals with the energy quality of buildings that are financed.
- Reporting in the credit risk report has been organised accordingly. Steering impulses are communicated to management in this way. Reporting currently covers the following areas: physical risks, ESG scoring and energy efficiency. Furthermore, new business beyond a certain volume that does not conform to the strategy is reported to the Management Board here in a compilation of cases.
- A quantitative buffer was identified for climate and environmental risks in the credit risk model. It is taken into account in the risk-bearing/ICAAP process. The consideration of ESG risks in the course of OpRisk is covered by the internal OpRisk model. Climate and environmental risks will be integrated into the system of internal stress tests in 2024.

New business opportunities in conjunction with sustainability

Germany faces the challenge of substantial capital investment to combat climate change. This requires substantial financial resources and strategic investments in various areas. Banks have an important role to play here. Their task is to provide funding opportunities to support projects to reduce greenhouse gas emissions, promote renewable energies and improve climate resilience, for example.

With products and services that make a positive contribution to sustainability, companies of all sizes and from all sectors can open up new business opportunities.

As a credit institution with regional roots, Berliner Sparkasse is also orientated towards initiatives of the Federal State of Berlin. Berlin has set itself ambitious climate protection goals and is determined to be climate-neutral by 2045. The Berlin Climate Protection and Energy Transition Act (*Berliner Klimaschutz- und Energiewendegesetz*) defines the total amount of CO₂ emissions from Berlin. The measures and strategies required to achieve the goals will be developed as part of the update of the 2030 Berlin Energy and Climate Protection Programme (BEK 2030, *Berliner Energie- und Klimaschutzprogramm 2030*) for the 2022 to 2026 implementation period.

Berliner Sparkasse is constantly working to translate climate protection goals into transformation offers and to accompany and support the regional population and economy in this transformation.

Berliner Sparkasse is particularly well represented in the commercial real estate financing sector. The sustainable transformation of real estate poses considerable transitory challenges for this sector. In addition, private customers have ever higher expectations of industry and banks with regard to sustainable investment products and the company's own sustainability strategy.

Sustainability management

Sparkasse is called upon to integrate environmental, social and governance aspects (ESG aspects) into its management and steering systems as well as into the processes and products of banking business. Sustainability management encompasses strategies, structures, targets and measures. The principles of our sustainability management are outlined below.

Our understanding of sustainability

In 2022, Berliner Sparkasse signed the ‘Self-commitment for climate-friendly and sustainable business’ (*Selbstverpflichtung für klimafreundliches und nachhaltiges Wirtschaften*) where it declares its intention to further align its business operations with sustainable criteria, make its own business operations CO₂-neutral by 2035, align its financing and own investments with climate targets and to support commercial and private customers in the transformation to a climate-friendly economy. Furthermore, social and economic aspects of sustainability, such as their social commitment, characterise its actions as part of its internal corporate principles.

Sustainability strategy

Berliner Sparkasse has defined sustainability as an integral part of its business strategy. This is based on the realisation that sustainability aspects have far-reaching impacts on all other subject areas and cannot be considered in isolation. Above all, aspects of social and economic sustainability are anchored in our business and risk strategy.

The starting point for Berliner Sparkasse’s business strategy process is a comprehensive analysis of the business environment (external view) and an analysis of the company as such (internal view). The business environment and company analyses include a trend analysis and a strategic segment analysis. These analyses shed light on the status quo of Berliner Sparkasse, its market potential, customer behaviour and competitive views. Building on the external and internal perspective, the sustainability of the business model is analysed and presented in a future-orientated manner as part of the resilience analysis. As climate and environmental risks according to the NGFS scenarios only manifest themselves significantly in the long term, the resilience analysis was extended to include a long-term observation horizon, i.e., 2028 to 2050.

The trend analysis examines ESG as a cluster of six trends. ESG investments, sustainable capital investment, the bank’s own role in the context of sustainability, social responsibility, ESG regulation and ‘Net Zero’ are analysed, in each case with a view to the development of profitability and business volume at Berliner Sparkasse.

The trend analysis that was carried out uses the ‘PESTEL analysis’ as its strategic tool. The acronym PESTEL stands for political, economic, social, technological, environmental and legal influencing factors. The factors of the dimensions of the PESTEL analysis work outside-in: external factors are the trigger for a positive or negative impact on Berliner Sparkasse.

Strategic implementation of sustainability	Status
Anchoring sustainability in the business strategy	Implemented
Separate sustainability strategy	Not available
German savings banks’ voluntary commitment to climate-friendly and sustainable business practices	Signed
Orientation towards the ‘Principles for Responsible Banking’ of the United Nations Environment Programme (UNEP FI)	Implemented
Operational implementation of sustainability	Status
Definition of strategic sustainability goals	Implemented
Definition of operational sustainability goals	Implemented

Sustainability goals

The DSGVO target vision 2025 and the voluntary commitment provide savings banks with business policy guidance. It is based on the Principles for Responsible Banking (PRB). These principles are derived from international goals such as the United Nations’ 17 Sustainable Development Goals (SDGs) and the Paris Agreement and also serve as guidelines for financial service providers.

Berliner Sparkasse's ambition is to be a sustainably good stakeholder for the Berlin region and its people and to actively support the sustainable transformation of Berlin and its customers. Our aim is for customers to perceive and experience their savings bank as sustainable in this sense, which we measure regularly as part of the customer satisfaction survey (see the index for customer perception of sustainability).

Strategic sustainability goals

In its business strategy, Berliner Sparkasse has set itself a strategic goal for 'sustainability':

We support the sustainable transformation of Berlin.

As a regional partner, we support our customers in their sustainable transformation. We are tapping into new areas of revenue by building a sustainable product and business portfolio. At the same time, we live sustainability at all levels of our own business operations.

The strategic goal is measured using three KPIs (key performance indicators) and is provided with target values up to 2028:

CO₂ emissions (in tonnes) from business operations

Description: the amount of carbon dioxide (CO₂) caused directly by the bank's internal business activities and processes. This includes, for instance, emissions from the use of energy resources such as electricity and heating, operation of company-owned vehicles and, where applicable, from the combustion of fuels in backup power generators.

Target value 2028: 7,800 t

Index for customer perception (products & banking operations), private customers

Description: The index measures private customers' perception of BSK's sustainability in terms of the importance and assessment of the topic.

Target value 2028: 75 (of 100)

Index for customer perception (products & banking operations), corporate customers

Description: The index measures corporate customers' perception of BSK's sustainability in terms of the importance and assessment of the topic.

Target value 2028: 77 (of 100)

In its sustainability positioning, Berliner Sparkasse is guided by DSGV's '2025 Target Vision', by legal and regulatory requirements, and in some cases even beyond these, as well as by its stakeholders' expectations, and has identified six fields of action for operationalising its strategic goal and has also set goals for these fields of action:

1. Customers – We support and promote climate-friendly investments by our customers and advise them on sustainability issues.
2. Financing standards and own investments – We take climate protection aspects into account in our own loan and investment portfolio.
3. Local commitment – We place a stronger focus on environmental and climate aspects in our promotional measures and local cooperation projects.
4. Employees – We take diversity into account when selecting our managers and employees and provide them with knowledge and information on climate protection and sustainability.
5. Business operations – We are continuously reducing our own emissions and will become CO₂-neutral by 2035.
6. Internal and external communications – We talk to all our stakeholders about sustainability and explain our approach.

Berliner Sparkasse has already defined key performance indicators for measuring target achievement, some of which are also reflected in the business and risk strategy. Other KPIs, such as an external sustainability rating or measuring the impact of its social commitment, are currently still under development.

Within the fields of action, the respective departments are responsible for implementing the measures as part of the bank's sustainability strategy.

H7 Implementation in processes and management accounting

Implementing sustainability in processes

With the strategic implementation of sustainability, Berliner Sparkasse provides a mandatory framework for management, executives and employees. This framework enables all stakeholders to integrate sustainability into the business strategy and the individual functional strategies, and to manage and monitor its implementation. The focus here is particularly on considering sustainability as a cross-cutting issue and taking into account dependencies and interactions when implementing measures. This specifically applies to corporate and risk management, the core business (lending, securities account A, securities and investment business), business operations and human resources.

Internal and external communications are conducted regularly with all stakeholders involved in order to keep the topic permanently in the spotlight.

Berliner Sparkasse's broad social commitment will continue to be strongly orientated towards sustainable, regional and integrative aspects, so that impact measurement will be supplemented by sustainability aspects. What's more, sustainability aspects are an integral part of the Management Board's work, for instance, through regular discussions in the Management Board or active participation in the monthly Sustainability Steering Committee. The regulatory framework is binding for all managers and employees. In addition to their strategic anchoring (see also H6), sustainability aspects are also part of various internal policies and external commitments, which also confirm the attitude and approach to sustainability (ESG) in the context of corporate responsibility and in core business.

These include, for instance:

- Overall bank strategy
- Risk strategy
- Sustainability in investment advice, insurance brokerage and asset management
- Corporate governance policy for preventing and combating money laundering, corruption, terrorist financing and other criminal offences
- Information security policy
- Data protection policy
- Ethics policy of Berliner Sparkasse
- Berliner Sparkasse's ethics policy for suppliers, service providers and other business partners
- Conflict of interest management policy
- Diversity policy for employees of Berliner Sparkasse
- German savings banks' voluntary commitment to climate-friendly and sustainable business practices
- Principles for Responsible Banking
- Ten principles of the UN Global Compact
- ECB Guide
- ESG Guideline of the German Federal Financial Supervisory Authority
- Rules for donations and sponsoring

All of these policies and guidelines serve as guard rails to promote the compatibility of sustainability and responsible management in the daily activities of all employees.

Instruments for managing sustainability

Management as a cross-sectional task:

Berliner Sparkasse applies a cross-sectional approach. Coordination and control of the various topics and tasks within the scope of sustainability management are currently carried out in a sustainability project; implementation, control and resource planning are operationally carried out in a decentralised manner by the respective specialist departments as part of their process responsibility. This enables an overarching approach to sustainability management and its efficient and business-orientated implementation.

For overarching and complex measures that result from sustainability requirements and have an impact on different areas, the network of areas involved is planned, coordinated and managed. The sustainability project accompanies, advises and supports the departments. Berliner Sparkasse is planning to transfer the project to a controlling, centralised unit.

Internal communication on sustainability topics:

All employees should feel committed to the topic of sustainability. Regular, transparent and exchange-based internal communication promotes understanding, involvement and commitment to sustainability issues at Berliner Sparkasse. One instrument for this in the 2023 reporting year was the Sustainability Steering Committee. In the coming 2024 reporting year, this will be further developed into a Sounding Board that will serve as a forum for regular dialogue between the departments involved, offering the opportunity to integrate impulses, needs and perspectives of employees into the discussion at an early stage. The project represents the specific requirements arising from sustainability aspects in internal committees such as the LkSG Committee (LkSG: Act on Corporate Due Diligence Obligations in Supply Chains (*Lieferkettensorgfaltspflichtengesetz*)) or the NPP Committee for the Development of New Products and Processes (NPP). A dedicated intranet area provides access for all employees to information, projects, news and interesting facts about sustainability.

Systematic training and further professional qualification measures on sustainability topics:

Berliner Sparkasse commissions training measures and organises training courses for employees with a particular focus on sustainability issues. In addition to mandatory basic training on sustainability for all employees, the Management Board and Supervisory Board also received targeted training on ESG issues in the 2023 reporting year. In order to do justice to the importance of the topic, an additional budget was approved, which will be available from 2024 for further training in the area of sustainability, for instance, for the Sustainable Finance certificate programme for corporate customer advisors in cooperation with NOSA (Nordostdeutsche Sparkassen Akademie).

External networking:

In addition to its internal efforts, Berliner Sparkasse also feels obliged to make its expertise available to various external bodies which mainly involves collaborating in DSGVO projects. In addition to exchanging knowledge, we also communicate our needs there, for example, with regard to technical solutions, contribute to the development of industry standards, provide impetus and further develop our own idea of sustainability in line with Sparkassen-Finanzgruppe.

Control

In order to ensure compliance with and implementation of specifications and policies, a large number of measurement and control steps have been established in various areas.

Risk management continuously analyses, assesses and reports aspects of climate and environmental risks. This ongoing review of strategic exposures in the area of climate and the environment extends to all major business portfolios. With the further development and adaptation of risk management instruments, Berliner Sparkasse can react proactively and appropriately to risks that arise today and in the future, in particular from climate and environmental developments, and consider these risks as part of business planning. Minimum requirements and management-relevant KRIs (key risk indicators) have been defined for customer business in order to manage ESG risks. Progress KPIs (key performance indicators) and target values until 2030 were defined in order to monitor and control the development of the database (see also H6). The corresponding key figures were included in existing divisional reports.

To ensure compliance, requirements arising from sustainability aspects are integrated into existing sets of rules. Attention is paid to the implementation of effective procedures for compliance with legal provisions, rules, regulations and standards, while at the same time ensuring efficient management of internal processes. Internal rules are reviewed on an ongoing basis to identify any need for adjustment as a result of new regulatory requirements for sustainability management.

All measures taken and adjustments made to products, processes and sets of rules are subject to regular review by the internal audit function. Climate and environmental risks, as well as other sustainability aspects, are appropriately taken into account as part of risk-orientated audit planning.

Berliner Sparkasse analyses internal and external influencing and environmental factors in order to identify important and effective developments. These findings are used in the strategy process and to identify areas for action.

The need for sustainable action is also reflected in Berliner Sparkasse's remuneration strategies (see also H4).

Annual reporting on sustainability enables Berliner Sparkasse to analyse the current situation, to compare this with objectives and KRIs and, in the event of deviations, to identify potential for improvement, opportunities for expansion and action plans. Within the scope of changing regulatory requirements for the sustainability report, Berliner Sparkasse will further develop its report and focus specifically on measurability and implementation strength.

The reliability of reporting data is ensured by involving the specialist departments in the preparation of the report which is then reviewed by the Supervisory Board with the support of an auditor. Berliner Sparkasse's sustainability report will be made transparent for the first time in the 2023 reporting year with the Sparkasse Standard in the areas of commitment, products and initiatives and will be transferred to ESRS Standards (European Sustainability Reporting Standards) from the 2024 reporting year.

→ German savings banks' voluntary commitment to climate-friendly and sustainable business practices
→ Sustainability in investment advice, insurance brokerage and asset management

Implementation status of sustainability	Status
Anchoring sustainability in processes	Implemented
Sustainability reporting according to the Sparkasse Standard	In progress

LBB/BSK has credit ratings from Moody's Investor Service. As part of LBB/BSK's risk assessment, Moody's also analysed the impact of ESG risks on LBB/BSK's credit rating and at the end of 2022 issued a 'Credit Impact Score – CIS' for the first time: 'CIS2 = neutral to low' on a scale of 1 to 5 (CIS1 = positive, CIS5 = very highly negative). This is the second-highest possible score and is above the sector average for German banks. This impact score is not an assessment of LBB/BSK's overall ESG performance, but an assessment of the materiality of ESG risks to our loan profile.

H8 Sustainability in lending business

Sparkasse's credit exposure by sector

As per 31 December 2023, the credit exposure of Berliner Sparkasse's credit risk-bearing business totalled €59.2 billion. In addition to balance sheet items, this also includes externally committed credit lines, derivatives and contingent liabilities. Private customers, companies and the public sector account for €44.2 billion of the exposure. In addition, there is exposure of €15.0 billion to banks, including €5.8 billion to central banks. The portfolio focuses on the areas of 'Companies and self-employed persons' with a share of 49.4% of total exposure and 'private individuals' with a share of 23.0% of total exposure.

Financing of economic activities has a direct impact on sustainability aspects. In the area of companies and self-employed persons, the focus is on real estate (real estate and housing 51.3%, construction 3.5% of the exposure). Another focus of the portfolio is financing of regional infrastructure. This includes a municipal utilities portfolio (NACE D), regional water companies (NACE E), local transport (NACE H) and airports (also NACE H). NACE Code K includes financing with real estate funds, financing subsidiaries of companies and securitisations of real estate and car loans.

The table below shows the breakdown of Berliner Sparkasse's total exposure with a detailed breakdown of the 'Companies and self-employed persons' sub-portfolio at KUSY (customer classification) sector level.

Credit risk-bearing business according to KUSY/WZ (customer classification/sector) code

Credit exposure of companies and self-employed persons by sector (KUSY/WZ code)		Volume in € million	Share in %	
A	Agriculture, forestry and fishing	13.98	0.05%	
B	Mining and quarrying	2.81	0.01%	
C	Manufacturing	1,057.55	3.62%	
D	Electricity, gas, steam and air conditioning supply	1,237.32	4.23%	
E	Water supply; sewerage, waste management and remediation activities	609.21	2.08%	
F	Construction	1,029.33	3.52%	
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	810.32	2.77%	
H	Transportation and storage	817.63	2.80%	
I	Accommodation and food services	229.75	0.79%	
J	Information and communication	527.50	1.80%	
K	Financial and insurance activities	3,324.70	11.37%	
L	Real estate activities	14,999.17	51.28%	
M	Professional, scientific and technical services	2,418.39	8.27%	
N	Other economic services	785.65	2.69%	
O	Public administration and defence; compulsory social security	271.43	0.93%	
P	Education	48.05	0.16%	
Q	Human health and social work activities	569.07	1.95%	
R	Arts, entertainment and recreation	274.82	0.94%	
S	Other service activities	219.52	0.75%	
T	Private households as employers or producers of goods and services	0		
Credit exposure of companies and self-employed persons by sector (KUSY/WZ code)		29,250.90	%	

			BERLINER SPARKASSE
Credit exposure from private individuals	13,637.70	%	
Credit exposure from the public sector	1,330.80	%	
Credit exposure from banks	14,957.90	%	
Total credit exposure		59,177.34	

Assessment of sustainability risks in lending business

As part of sustainability management, Berliner Sparkasse performed a qualitative assessment of sustainability risks for lending business in the 2023 reporting year using the Sparkasse ESG score (S-ESG score) and the ISS-ESG score. The results are reported in the following paragraphs, along with analyses of the energy efficiency of the properties financed.

The development of the distribution of ESG risks is monitored on a quarterly basis and reported to the full Management Board, the Supervisory Board and the supervisory authority as part of the credit risk report.

Sparkasse ESG score (S-ESG score)

The Sparkasse ESG score (S-ESG score) was developed in 2021 by the industry service of Deutscher Sparkassen- und Giroverband e. V. (DSGV) and S-Rating und Risikosysteme, the central savings banks service provider for risk management procedures. It provides a model that can be used to identify and analyse potential risks in the areas of environment and climate (E), social (S) and governance (G). The S-ESG score is the standard for assessing sustainability risks in the corporate customer business of savings banks.

The S-ESG score uses various indicators in the areas of environment and climate (E), social (S) and governance (G) to determine the sustainability risks of a corporate customer. ESG risk assessment of a corporate customer is carried out relative to its sector in accordance with the classification of economic sectors (WZ 2008) of the Federal Statistical Office. The real estate portfolio of commercial real estate clients is also subjected to ESG assessment. The portfolio rating is considered when determining the customer's score.

If no individual ESG indicators are available for a corporate customer, fall-back values at sector level (S-ESG sector score) are used. The sector scores are updated regularly. The S-ESG score uses a scale from zero (very low risk) to 100 (high risk). Five grades from A to E are assigned to this range of points.

Using the sector-based S-ESG score is particularly useful and efficient in volume business, where individual, customer-specific sustainability assessment would not be feasible. It enables direct sector comparisons since sustainability risks differ significantly from sector to sector.

ISS-ESG rating

For capital market-orientated companies, it was important for Berliner Sparkasse to obtain external assessments of sustainability risks. Berliner Sparkasse therefore decided to purchase sustainability ratings from ISS ESG.

The ESG company rating provides Berliner Sparkasse with environmental, social and governance (ESG) data and performance ratings. Companies are assessed on the basis of a standard set of universal ESG topics as well as additional sector-specific topics.

The ESG company rating provides a qualitative assessment of ESG performance and includes a range of supplementary results. The rating model uses a twelve-level rating system from A+/4.00 (excellent performance) to D-/1.00 (poor performance). All indicators are assessed individually on the basis of clearly defined absolute performance expectations. Based on the individual scores and weightings at indicator level, the results are aggregated to obtain data at topic level and an overall rating.

Results of the S-ESG score (loans to commercial customers in the portfolio)

In the reporting year, credit exposure to companies and self-employed persons totalling €29,246.2 million was assessed using the S-ESG score. Exposure from transactions with dependent private customers, banks and public households, which account for 50.6% of credit exposure, was not considered.

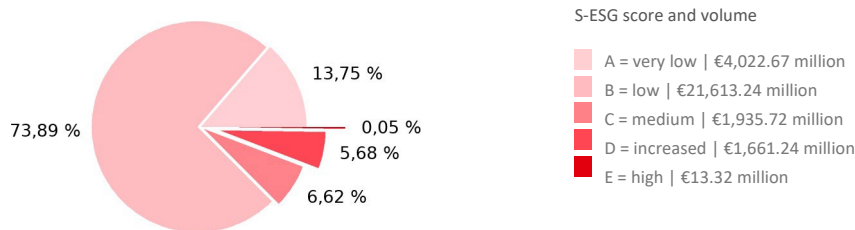
As per 31 December 2023, the average S-ESG score for loans to companies and self-employed persons showed a low ESG risk at sector level.

In terms of distribution by credit volume, 87.6% of loans were granted to customers in the 'Companies and self-employed persons' segment in sectors with very low or low ESG risks as per 31 December 2023.

S-ESG score – Sustainability risks for companies and self-employed persons

Distribution of portfolio to grades

% of the analysed loan portfolio



29,246.20 in total

Not shown is an exposure of €4.7 million for which an allocation to a NACE code and hence to a sector was not possible at the time the data was compiled.

S-ESG score – Sustainability risks for companies and self-employed persons – sectors with increased/high risks

	Share in %	Volume in € million
S-ESG score with increased/high risks		
D – Electricity, gas, steam and air conditioning supply	72.69%	1,217.22
C – Manufacturing	16.90%	282.94
G – Wholesale and retail trade; repair of motor vehicles and motorcycles	7.79%	130.39
H – Transportation and storage	1.32%	22.06
N – Other economic services	0.72%	12.07
A – Agriculture, forestry and fishing	0.59%	9.84
B – Mining and quarrying	0.00%	0.05

Of the credit volume to customers in the 'Companies and self-employed persons' segment, 5.7% was granted in sectors with S-ESG scores D-E. This includes, in particular, Berliner Sparkasse's municipal utilities portfolio with a 72.7% share of loans to sectors with increased or high ESG risks.

All customers from this sector in Berliner Sparkasse's portfolio are almost exclusively municipal companies and are assessed in their individualised S-ESG score to be generally better than the rest of the sector.

Results of ISS ESG score (loans to customers in the portfolio)

In addition to the S-ESG score, Berliner Sparkasse uses the ISS ESG score as per 31 December 2023 for the individual assessment of borrowers (without restriction to companies and self-employed persons). Exposure of €9.8bn is rated with this score. The table below shows the corresponding distribution.

ISS ESG score – sustainability risks, distribution of the portfolio by rating	Segment	Share in %	Volume in € million
ISS ESG rating			
A = very low	-	0.00%	0.00
B = low	Bank	28.89%	2,839.67
	Public sector	4.00%	392.79
	Companies	6.52%	641.19
C = medium	Bank	45.14%	4,437.06
	Companies	13.60%	1,336.55
D = high	Bank	1.85%	181.64

In this case too, poor ESG ratings impact the portfolio to a very limited extent.

Overview of energy efficiency

In addition to ESG scoring, Berliner Sparkasse rates real estate according to its energy efficiency class. For residential buildings, this is based on the energy performance certificate. For non-residential buildings, a system is in place that is based on the reference building in accordance with the Energy Saving Ordinance (EnEV, *Energieeinsparverordnung*). Berliner Sparkasse is still in the process of establishing the data basis for this.

The following distribution exists for residential buildings in the context of commercial real estate financing:

Energy efficiency of residential buildings with a commercial background	Share in %	Volume in € million
Energy efficiency class		
A+	1.13%	102.60
A	8.58%	779.00
B	8.87%	805.70
C	9.91%	899.90
D	10.02%	910.10
E	6.85%	622.00
F	4.75%	431.60
G	2.07%	188.30
H	1.89%	172.00
Other certificate available	0.00%	0.30
Without a certificate	45.91%	4,167.90

Berliner Sparkasse made significant progress in terms of data availability in 2023. Energy efficiency data on the underlying properties is available for more than 50% of the loans (volume-weighted) and therefore provides a robust overview of the energy efficiency of the properties. Buildings with very poor energy efficiency (G, H) account for only a small proportion of properties to date (approx. 4% across all loans, approx. 8% of all loans with properties in this segment).

Data collection is more difficult for properties with a private background. Data for old stocks is not readily available. Berliner Sparkasse is currently considering use of approximations.

Energy efficiency of residential buildings with a commercial background	Share in %	Volume in € million
Energy efficiency class		
A+	1.57%	67.95
A	1.97%	85.16
B	2.43%	105.09
C	3.03%	131.11
D	3.45%	149.58
E	2.47%	107.21
F	2.11%	91.55
G	0.82%	35.39
H	0.64%	27.73
Other certificate available	0.26%	11.17
Without a certificate	81.26%	3,519.84

Not shown is a volume of around €2.2 billion in real estate loans for which collateral has not yet been recorded in the system. The reasons for this include the fact that the building has not yet been (fully) completed or has not yet been inspected after completion.

Even if the data basis here is still small in terms of volume, energy performance certificates are already available for around 1400 buildings in private real estate financing. To date, around 1.5% of the loans is secured by real estate as collateral with very poor energy efficiency (G, H). Among the properties valued, the proportion is around 8%.

Financed emissions by S-ESG score

The financed scope 1, 2 and 3 emissions for companies, banks and public households were used for the following presentation. Natural persons are not included. The aim is to determine the proportion of customer emissions that are financed by Berliner Sparkasse.

This is based on data published by counterparties on the one hand and estimates based on the companies' balance sheet data on the other. The quality of approximation can be measured in the same way as the PCAF (Partnership for Carbon Accounting Financials) score. The PCAF score ranges from '1' for verified real company data to '5' for estimates based on the amount of credit and the company's sector. For large corporations listed on the capital market, Berliner Sparkasse has access to real data, especially for scope 1 and 2 data (mainly ISS ESG data).

These add up to utilisation of around €9.3 billion (PCAF score 1 and 2 for scope 1 and 2). These emissions were scaled on the basis of the ratio of credit utilisation and total assets to the bank's financed issues. If no emission data was available for a customer, this was approximated using densities provided by DSGV. These densities indicate the emissions per turnover. The emissions estimated in this way were again scaled on the basis of the ratio of credit utilisation and total assets to the bank's financed emissions. Data not available for total assets and turnover were replaced by sector averages and/or expert estimates.

Overall, a volume-weighted average PCAF score of 3.4 is obtained for scope 1 and 2 and a volume-weighted average PCAF score of 4.1 for scope 3.

S-ESG score – Financed emissions	In 1,000 tonnes of CO ₂ e	In tonnes of CO ₂ e per €1 million loan volume
Financed scope 1 emissions	5,779.75	148.53
Financed scope 2 emissions	454.75	11.69
Financed scope 3 emissions	6,226.06	160.00
Total	12,460.56	320.22

ESG guidelines in lending business

The following guidelines for managing ESG risks have been implemented in customer lending business:

At Berliner Sparkasse, sustainability risks are managed in the ‘ESG quality’, ‘ESG controversies’ and ‘energy efficiency’ activity fields.

ESG quality:

This activity field manages the customer’s general assessment of the ESG (environmental, social and governance) sustainability components.

Customers (medium-sized and large companies with an exposure at the level of the group of affiliated customers of more than €1.5 million, analogous to the EBA ‘Guidelines on loan origination and monitoring’) are assessed according to the two (or three in 2024) sustainability scores/ratings used to date. Minimum requirements apply to each ESG rating/scoring.

ESG controversies:

In this activity field, borrowers are scrutinised to determine whether their business purpose is in conflict with the sustainability principles of Berliner Sparkasse. In addition to the familiar ‘must’ criteria, hard exclusions are also applied.

Controversies are defined in analogy to the ethics policy. A distinction is made between ‘controversial business areas and business practices’ and ‘sensitive industries’, with ‘controversial business fields and business practices’ excluded. This specifically covers controversial weapons and serious violations of laws and standards.

Sensitive industries:

This topic area covers sectors which society and Berliner Sparkasse consider to be sensitive and extends the requirements of the ethics policy for the following sectors:

- Defence industry: companies that manufacture weapons, mobile and stationary weapon systems and ammunition for military use
- Civilian firearms industry: companies that manufacture handguns, pistols, shotguns, rifles, revolvers or ammunition for civilian (non-military) use
- Adult entertainment: companies that operate brothels or similar establishments or produce pornographic content
- Fossil fuels
- Coal mining: companies that operate brown or hard coal mines
- Conventional oil and gas production: companies that extract crude oil or natural gas by conventional means
- Unconventional oil and gas production: companies that extract crude oil or natural gas using unconventional processes (such as oil shale and oil sands)
- Arctic exploration: companies that carry out oil and gas drilling in the Arctic (region defined by the Arctic Monitoring and Assessment Programme (AMAP)), petroleum processing: companies that produce fuels from crude oil, minerals and their fractionation products, coal and oil-fired power generation: companies that use fossil fuels to generate electricity (coal or oil).

For the sensitive sectors, there are either minimum requirements for ESG rating/scoring or maximum values for the share of turnover of the sector within the company.

Energy efficiency:

The energy efficiency activity field covers energy consumption of new and existing buildings in the form of Energy Performance Certificates (EPC). New and existing buildings are analysed, assessed according to their energy efficiency and controlled via minimum requirements. However, there are exceptions to this, for instance, in the case of energy refurbishment or social housing financing.

H9 Sustainability in deposit business

Sustainability aspects in deposit business

The conversion of deposits into loans for the region is at the heart of our business activities as a savings bank. We refinance investments by companies, self-employed persons, private individuals and local authorities from our customers' deposits.

Investment efforts are needed to protect the climate and align the regional economy and infrastructure towards a sustainable, carbon-neutral economy and way of life. As an intermediary between investors and capital seekers, Berliner Sparkasse can tap into financial resources for climate protection as well as for social tasks.

Interest-bearing savings products such as overnight, term and fixed-term deposits are once again gaining in importance due to the changed interest rate situation. Online-enabled savings and investment products complement Berliner Sparkasse's product range. Another product is 'PS-Sparen und Gewinnen', where a portion of the amount, the special-purpose income, is allocated to charitable causes.

Berliner Sparkasse recognises its customers' need for products with a sustainable design. The aim is to design new products and to further develop established products in line with observed market trends.

H10 Sustainability in our own investments (securities account A) and our customer investments (securities account B)

Sustainability in our own investments (securities account A) and our customer investments (securities account B)

Berliner Sparkasse has set itself the goal of strengthening socially and ecologically responsible companies. As part of this, it continuously focuses its own investments, asset management and investment advice even more strongly on sustainability. Minimum standards have already been set in this area.

Sustainability aspects in our own investments (securities account A)

As per 31 December 2023, our own securities investments in the Treasury division of Berliner Sparkasse (hereinafter: securities account A) totalled around €7.4 billion. Around €0.76 billion of this was financial investments with sustainable use of funds in accordance with ESG criteria, i.e., green bonds, social bonds or other ESG-referenced bonds. (Source: Bloomberg, own analysis, nominal amounts). This means that around 10% of the portfolio was invested in sustainable securities on the reporting date. For comparison: The share of new ESG issues in Germany totalled around 9% in 2022 (source: NordLB Research).

As a non-trading book institution (since 2016), no investment banking, no offshore banking, no speculative trading transactions and no short sales are conducted within securities account A.

The majority – i.e., more than 95% – of the securities account A holdings comprise direct investments in bonds, which are primarily used to secure liquidity in accordance with regulatory requirements and internal liquidity risk specifications (liquidity reserve) and to fulfil strategic requirements (asset allocation).

Our own investments in securities thus form an essential pillar of Berliner Sparkasse's liquidity coverage potential. The bond portfolio therefore primarily comprises highly liquid bonds issued by German federal states, core European states, promotional banks/agencies, supranational borrowers, Pfandbriefe/covered bonds and liquid bonds issued by banks/companies and thus fulfils a number of sustainability criteria. A portfolio of European asset-backed securities, which also fulfils regulatory and business liquidity requirements, expires and will not be reinvested. This results in the following investment spectrum for securities account A of Berliner Sparkasse:

Government bonds:

- Countries in these jurisdictions have an overall positive ESG profile due to the prevailing laws.

German federal states:

- The German federal states have a positive profile similar to that of the Federal Republic and the other government bonds mentioned above.

Promotional banks (core Europe only):

- European promotional banks are subject to a public mandate and fulfil a task that supports sustainability in their business area.

European supranational debtors:

- Supranational institutions (such as EU, ESM, EFSF) serve economic and social stability in Europe and promote sustainable development.

Pfandbriefe/covered bonds from banks (core Europe and Canada only):

- These bonds generally refinance residential property (private and commercial), workplaces (such as offices), municipal projects and areas of public welfare and thereby make a significant contribution to society.

Bank and corporate bonds:

- Bonds from banks and companies may only be acquired if they fulfil specifically defined ESG criteria.

A small, insignificant volume – i.e., less than 5% of securities account A – is held in three special funds with a volume of €0.2 billion. These funds also invest exclusively in bonds and the provisions for direct investments apply to them in a similar way. We are working on exact implementation in analogy to direct investment.

ESG risk screening of our own investments

As part of our sustainability management, we also subjected securities account A to a comprehensive analysis of potential sustainability risks in 2023.

No conspicuous features were identified in the highly liquid bonds segment (government bonds, federal states, promotional banks, supranational borrowers and Pfandbriefe/covered bonds).

The corporate bond portfolio also proved to be well diversified. Within corporate bonds, the most striking feature was a small, non-material portfolio from a globally active oil and gas producing company. This bond portfolio was fully reduced in 2023 and the sustainability-related investment criteria were tightened.

ESG guidelines for own investments

The guidelines and procedures described below, which form part of the ethics policy and risk strategy, were implemented to ensure targeted management and limitation of sustainability risks in securities account A:

- Exclusion of controversial business areas and practices, such as outlawed weapons of war, violation of human rights, violation of labour rights, child labour, controversial environmental behaviour, animal testing, controversial economic practices, speculation in conjunction with food prices
- Definition of sensitive sectors, such as armaments and weapons production, gambling, pornography, nuclear power, harmful agriculture and forestry, excessive water management, detrimental fishing and maritime industries, genetic engineering, fossil fuel extraction, electricity generation from coal and oil, extreme political parties, cults, esoteric life counselling. Companies that are active in the fields of armaments/weapons production, electricity generation from coal and oil, and pornography and whose share of turnover exceeds 10% are strictly excluded. In the other defined sensitive sectors, a formal assessment is always carried out as part of the individual credit assessment against the background of the promotion of transformation financing; a corresponding resolution is required in each case.
- Exclusion of countries where serious violations of democracy and human rights have become known.
- Best-in-class approach for fossil fuel companies to enable transformation financing
- Specific requirements for the ESG quality of companies and banks: minimum threshold of C- for companies and D+ for banks (based on ISS ESG)
- Privileged treatment of sustainable issues (social bonds, green bonds)

Action programme for implementing sustainability in own investments (securities account A)

The following specific measures were taken in the reporting year to supplement measures that have been in place for many years:

Field of action	Goal	Implementation measure(s)	Deadline
Securities account A	Improving ESG quality	Introduction of ESG thresholds for banks/companies in new business	Implemented in 2023
Securities account A	Identifying ESG risks	Risk analysis of securities account A holdings	Implemented in 2023
Securities account A	Avoiding ESG controversies	Best-in-class approach for the fossil fuels sector in new business	Implemented in 2023
Securities account A	Improving ESG quality	1:1 implementation of investment criteria for special funds	Planned for 2024

Sustainability aspects in customer investment (securities account B)

In view of the growing social debate about sustainable future development, more and more people want to make a contribution to solving the challenges ahead with their investments. Berliner Sparkasse offers its customers a differentiated and comprehensive range of capital investments with sustainability features. In line with the 'German savings banks' voluntary commitment to climate-friendly and sustainable business practices', Berliner Sparkasse sees itself as a transformation companion that supports its customers in the necessary change towards a more climate-friendly economy.

EU Sustainable Finance Disclosure Regulation – sustainability-related disclosures

On its website, Berliner Sparkasse publishes the strategies for the consideration of sustainability risks and adverse effects on sustainability factors for investment advice, asset management and insurance brokerage.

→ www.berliner-sparkasse.de/eu-offenlegung

Sustainable investment advice

Berliner Sparkasse recognises its responsibility to select sustainable products in its brokerage business. This is ensured internally by the role of the product owner.

Berliner Sparkasse provides sustainable investment advice. In every investment consultation meeting, every customer is asked whether they are interested in financial instruments with sustainability features. If the answer is positive and the product is suitable, one or more products with sustainability features are recommended during the consultation meeting. With the implementation of the legal requirements for exploring sustainability preferences and in accordance with regulatory requirements, three product types have been labelled as products with sustainability features since June 2022.

- **ESG strategy product with consideration of environmental and social issues (PAI):** The aim of this type of product is to reduce or even avoid negative impacts on the environment and society. Adverse effects are measured and taken into account with the help of 'principle adverse impacts' (PAI). Depending on the given product, the CO₂ footprint of a company or violations of recognised standards such as those of the UN Global Compact can be taken into account, for example. This is relevant for companies in which investments are made (for funds) or for lending (for bonds or certificates). Certain minimum exclusions are taken into account. Minimum exclusions for funds relate to the selection of investments and for certificates to the selection of the underlying: A company that does not meet the minimum exclusions cannot be considered as an investment for funds or as an underlying for certificates. In the case of funds, the fund manager will exert parallel influence on the invested companies to make greater efforts in terms of sustainability (for instance, by exercising voting rights as a shareholder).
- **Product with an impact on sustainability (ESG):** These are investments in economic activities (in the case of funds) or the financing of economic activities (in the case of bonds or certificates) that contribute to the achievement of one or more environmental or social goals within the meaning of the EU Sustainable Finance Disclosure Regulation. This assumes that the investments do not significantly harm any other environmental or social goals and that the principles of good corporate governance are observed. Good corporate governance specifically relates to robust management structures, the relationship with and remuneration of employees and compliance with corporate tax regulations.

- **Product with an impact on the environment (E):** Here, investments are made in ecologically sustainable economic activities within the meaning of the EU taxonomy (in the case of funds) or in loan-financed activities (in the case of bonds or certificates). The EU taxonomy aims to specifically promote investments in favour of climate-friendly projects and companies. To this end, a catalogue of criteria for companies is used to define which economic activities and/or transactions contribute to the achievement of EU environmental objectives and do not significantly impair any other environmental objective. These criteria can be used to determine whether economic activities are environmentally sustainable within the meaning of the EU taxonomy or not. The taxonomy is still under development. This is one of the reasons why there are currently hardly any taxonomy-compliant investment products.

For the two products with an impact reference, the customer can also determine the minimum share of environmentally sustainable or sustainable investments. In addition, since November 2023, ESG strategy products with consideration of environmental and social issues (PAI) can be selected in the five top PAI categories of greenhouse gas emissions, waste, water, biodiversity and labour and social issues.

As Berliner Sparkasse, we also intensified training of our securities advisors on sustainability aspects in order to ensure that all investment advisors are fully aware of and able to assess the financial instruments with sustainability features which they recommend. Up-to-date product knowledge is continuously imparted under a qualified training and further education programme.

Action programme for implementing sustainability in customer investments (securities account B)

Field of action	Goal	Implementation measure(s)	Deadline
Customised asset management	Implementing regulatory requirements	Creation, publication and continuous updating of: <ul style="list-style-type: none"> • PAI statement • Sustainability policy • Product-related information on sustainable investment strategies • Pre-contractual information on sustainable investment strategies Sample report	Ongoing since March 2021
	Article-8 asset management	Concept development and introduction	
Investment advice	Continuously developing sustainability in securities investment advice	<ul style="list-style-type: none"> • Continuous further development of sustainability standards in securities investment advice 	From Q3 2020
		<ul style="list-style-type: none"> • Further implementation of MiFID II and the associated updated association concept of the German banking industry (BVI concept) 	June 2022, PAI expansion in November 2023
		<ul style="list-style-type: none"> • Continuous training of our employees to implement sustainable investment advice 	Since Q3 2020
		<ul style="list-style-type: none"> • Continuous expansion of the fund and certificate product range with sustainability features 	Since Q3 2020

H11 Human rights and due diligence

Assessment of risks in the area of respect for human rights

Our business activities are guided by the public mandate and the regionality principle. Most of our employees, customers, business partners, suppliers and service providers come from the business region.

However, market dynamics, changing operating conditions, new business relationships, etc. can always have a potential or actual impact on the human rights risk situation.

We are therefore aware of the fact that compliance with human rights and environmental due diligence obligations requires continuous attention at the various levels of the company. Risks relating to human rights violations are assessed and managed through prevention, risk analysis and risk minimisation. With established rules and processes, risks related to human rights can be identified, minimised or prevented at an early stage. In the event of an imminent or actual violation, appropriate measures are taken as the specific case may require.

The areas relevant to the respective risks, such as corporate development, human resources, organisational and productivity management, are integrated into the identification and analysis of human rights risks. This ensures that the relevant areas of the company are involved in the responsibility for dealing with human rights. The core labour standards of the International Labour Organization (ILO) are observed for all Sparkasse employees. Berliner Sparkasse fulfils statutory and collectively agreed requirements for co-determination, equality, anti-discrimination, occupational health and safety and health promotion. A human rights officer is available as a central point of contact.

Respect for human rights

Berliner Sparkasse and its Management Board are committed to respecting internationally recognised human rights. This commitment includes the obligation to apply due diligence in respecting human rights and environmental concerns in business operations, in the range of products and services in our core business and in our own supply and value chains.

All employees are required to act honestly, ethically, fairly, reliably and sustainably in all internal and external business activities and to ensure that human rights are respected. We expect the same from our customers, business partners and service providers.

The observance of human rights due diligence obligations and the measures to comply with these obligations are carried out in accordance with German law. Berliner Sparkasse has published its own – for the time being voluntary – declaration of principles on respecting human rights and exercising human rights due diligence.

Information on the Act on Corporate Due Diligence Obligations in Supply Chains

The Act on Corporate Due Diligence Obligations in Supply Chains came into force on 1 January 2023 and applies to companies with more than 3,000 employees in Germany. From 2024, all companies with 1,000 or more employees in Germany must comply with the law.

Since 1 January 2023, Berliner Sparkasse has been subject to the scope of application of the Act on Corporate Due Diligence Obligations in Supply Chains. It obliges companies to ensure compliance with human and environmental rights along their supply chains and to identify and prevent risks.

Berliner Sparkasse has fully implemented the requirements arising from the law. It has published a voluntary statement of principles, appointed a human rights officer, established a complaints procedure and set up a risk analysis for suppliers.

The human rights officer reports to the Management Board once a year.

→ <https://www.berliner-sparkasse.de/LkSG>

Human rights and environmental due diligence obligations

Employees

The core labour standards of the International Labour Organization (ILO) are observed for all Berliner Sparkasse employees. Employee participation and co-determination are guaranteed in accordance with the provisions of the Works Constitution Act (*BetrVG, Betriebsverfassungsgesetz*).

Berliner Sparkasse supports motivation and an entrepreneurial mindset and behaviour of its employees through performance-related remuneration, personnel development offerings as well as flexible working hours and locations. The attractiveness of Berliner Sparkasse as an employer is strengthened by voluntary social and additional benefits, including mobility for work-related reasons, catering and pension schemes.

Berliner Sparkasse has concluded company agreements with the works council, for instance, on the health-related topics of working hours, occupational health and safety, mobile working, in-company integration management, lunch provision as well as mobility, equality and inclusion.

Employees can also regularly contribute to the process through the right to lodge complaints, as well as through surveys, personnel development and feedback tools.

All employees have access to flexible working time arrangements, mobile working, part-time work (including employees in management positions) and Fürstenberg Institute's work-life service (mental health coaching, childcare during holidays, aftercare in crisis situations and much more) to help them balance family and career.

Further details can be found in H15-18.

Customers

Customer satisfaction is an important strategic business objective. Berliner Sparkasse is committed to its responsibility for the people and companies in the region. It also understands fair partnership as a way of dealing that does not exclude anyone from modern financial services. Products and services must be equally accessible to every customer.

With this in mind, barrier-free access to branches, the website, self-service devices and the entire range of advisory services was expanded.

Berliner Sparkasse also operates a comprehensive complaints management system where all customer suggestions and concerns are analysed.

Own investments

In order to avoid human rights violations, Berliner Sparkasse has implemented policies and procedures for its own investments, which are part of its ethics policy and risk strategy. The topic 'Human rights violations' is anchored as an exclusion criterion under the aspect of controversial business areas and practices.

A more detailed report on this is provided in H10 'Sustainability in our own investments'.

Suppliers and service providers

Respect for human and employee rights, as well as environmental due diligence obligations, are also taken into account in Berliner Sparkasse’s purchasing, sourcing and supplier management. We also expect our main contractors, service providers and suppliers to comply with the law, to take responsibility for environmentally conscious behaviour, to protect their employees, reject controversial transactions and business practices and to protect confidential data and information.

A purchasing policy with sustainability aspects and rules for sourcing with regard to environmental and social compatibility is planned for 2024.

Further information can be found in indicator H12 ‘Sustainability in purchasing and sourcing’.

Complaints and reporting channels, raising awareness

When employees or third parties feel that their rights were disregarded, they have access to appropriate complaints and reporting channels at Berliner Sparkasse, where they can find contact persons and support.

Customers can address complaints to the complaints management team. In addition to personal, telephone and written complaints, digital complaints channels can also be used on Berliner Sparkasse’s website.

Another possibility is to contact the arbitration board of Deutscher Sparkassen- und Giroverband (DSGV) in the event of disputes.

We report on this in indicator H5.

→ www.berliner-sparkasse.de/lob-und-kritik

Action programme in the area of respect for human rights

Since 1 January 2023, Berliner Sparkasse has been implementing the Act on Corporate Due Diligence Obligations in Supply Chains and thus making a contribution to social sustainability.

Field of action	Goal	Implementation measure(s)	Deadline
Act on Corporate Due Diligence Obligations in Supply Chains	Implementation of the Act on Corporate Due Diligence Obligations in Supply Chains	Appointment of a human rights officer	Implemented as of 1 January 2023
		Risk analysis in own business operations	Implemented
		Risk analysis in the supply chain	
		Establishment of a complaints procedure in conjunction with the Act on Corporate Due Diligence Obligations in Supply Chains	Implemented
		Concepts and implementation solutions	
		Qualifications	
		Preparation and publication of an annual report on the Act on Corporate Due Diligence Obligations in Supply Chains for the 2023 financial year	

H12 Sustainability in purchasing and sourcing

As a savings bank, we are committed to the principle of regionality in accordance with our articles of association. The business area of Berliner Sparkasse is therefore the Berlin metropolitan region.

Wherever possible, we strive to work with producers and service providers from our region. We also essentially limit our purchasing to products and services from providers in Germany or buy from partner companies in Sparkassen-Finanzgruppe.

When it comes to sourcing goods and services, it is not only economic and geographical aspects, but also social, ethical and ecological aspects that are increasingly taken into account. Berliner Sparkasse, for instance, only purchases green direct electricity. In this context, we also expect our suppliers and service providers to fulfil minimum economic, ecological, ethical and social standards. An ethics policy for suppliers is therefore an integral part of contracts for services.

When the Act on Corporate Due Diligence Obligations in Supply Chains came into force, we reviewed all suppliers with regard to their fulfilment of human rights and environmental due diligence obligations in the supply chain. We assess the risks with suppliers from critical industries, from countries outside the EU or in the event of infringements and, if necessary, conclude corresponding additional agreements.

In justified cases of suspicion, Berliner Sparkasse may review compliance with agreements made by its suppliers and service providers and terminate the business relationship in the event of particularly serious or persistent violation of human rights and/or environmental obligations or comparably serious facts in this context. At the time of reporting, there were no such events for 2023.

All relevant issues and assessments as well as new requirements are discussed in dialogue rounds with larger suppliers and service providers or those of particular importance to Berliner Sparkasse, and possible and/or necessary changes are discussed. All our purchasing and sourcing employees are specifically informed of the requirements in their area.

The training programmes on sustainable purchasing and procurement are being further expanded. Berliner Sparkasse has already implemented the switch to sustainable alternatives for its top 30 office supplies. Further items are being reviewed and may be incorporated into the internal ordering process as sustainable product variants in future.

A purchasing policy with sustainability aspects and rules for sourcing with regard to environmental and social compatibility is planned for 2024.

Environment

H13 Environmental concerns

Assessment of risks in the area of environmental concerns

Risks due to climate and environmental changes are a possible driver of known risk types that are analysed as part of the regular risk inventory. In addition to the risk inventory, two instruments are used to determine the potential negative impact of climate and environmental risks on Sparkasse's financial position, net assets and results of operations. In the 2023 reporting year, a detailed materiality analysis was carried out as part of the risk inventory. The materiality analysis assesses the relevance of sustainability risks at risk category level for a period of one to three years. The particularly long-term nature of sustainability risks is also taken into account in the long-term resilience analysis as part of Berliner Sparkasse's strategy document. The results are explained in the 'Sustainability management' chapter, indicator 'H6 Sustainability strategy and goals'.

Inside-out risks

The 'inside-out perspective' analyses the impact of Berliner Sparkasse's business activities on the climate and how greenhouse gas emissions can be reduced.

The following areas of our value chain have a direct impact on climate and environment:

- Operational business activities in brick-and-mortar branches and administrative buildings: These effects are made transparent below in the VfU carbon footprint (key performance indicator tool of the Association for Environmental Management and Sustainability in Financial Institutions (*Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten e. V.*) (hereinafter 'VfU Tool'). We comply with statutory environmental requirements in our business operations, for instance, in the areas of drinking water, energy and waste disposal (Commercial Waste Ordinance (*GewAbfV, Gewerbeabfallverordnung*)). We carry out the prescribed energy audits in accordance with the Energy Services Act (*EDL-G, Gesetz über Energiedienstleistungen und andere Energieeffizienzmaßnahmen*) and comply with the requirements of the Renewable Energy Heat Act (*EEWärmeG, Erneuerbare-Energien-Wärmegesetz*) and the Energy Saving Ordinance (*EnEV, Energieeinsparverordnung*) and, since 1 November 2022, the Building Energy Act (*GEG, Gesetz zur Einsparung von Energie und zur Nutzung erneuerbarer Energien zur Wärme- und Kälteerzeugung in Gebäuden*) for new buildings and refurbishment measures.
- Financed economic activities, in particular, financed emissions in the customer loan portfolio: Further details can be found in Sparkasse indicator 'H8 Sustainability in lending business'.
- Assets in Sparkasse's own investments (securities account A) also have a carbon footprint.

Outside-in risks

The 'outside-in perspective' serves to analyse potential physical and/or transitory risks and their impact on our financing and investments and hence on net assets, financial position and results of operations as well as on the reputation of our institution.

- Operational business activities: Possible physical risks to business operations due to natural disasters/accidents are analysed as part of risk management under 'operational risks'. We assess the impact of such external events on the earnings and risk situation of Berliner Sparkasse.
- Financed economic activities: In core business, screenings for ESG risks are carried out using the Sparkasse ESG score and the ISS ESG rating, with the prospect of using the RSU ESG score in 2024. The screenings provide analyses as to whether and how physical or transitory climate risks affect the exposures of Berliner Sparkasse. Physical climate risks include, for instance, damage to buildings or infrastructure, particularly those of our borrowers, caused by the consequences of climate change such as floods, storms or droughts. Transitory climate risks, on the other hand, result from the transition from today's predominant forms of economic activity, which are still largely based on fossil fuels (oil, coal, natural gas), to an economy with low greenhouse gas emissions. Transitory risks can also have an impact on borrowers and thus on the bank's

credit risks (whenever credit risks are mentioned in this report, this always includes investment risks). Both risk types therefore do not primarily consider the damage caused by environmental and climate change, but rather their financial impact on Berliner Sparkasse. Further information on this can be found in the reporting on sustainability in the core business (see also indicator H8). Berliner Sparkasse can only approximate currently financed emissions. In addition to a small percentage of published data from customers (for instance, as part of NFRD reporting), it is possible to approximate emissions by reference to emission densities measured against turnover.

- Dedicated instruments for managing environmental and climate risks in core business were used for the first time in the reporting year. We consider these aspects in the Sparkasse indicators in the 'sustainability management' category with detailed explanations in H8 Sustainability in lending business, H9 Sustainability in deposit business, H10 Sustainability in own investments (securities account A) and customer investments (securities account B) and therefore refrain from presenting these aspects again here.

Environmental performance and resource consumption

VfU carbon footprint for Sparkasse's business operations

The carbon footprint for Berliner Sparkasse's business operations has been prepared annually since 2022 using the key performance indicator tool of Verein für Umweltmanagement und Nachhaltigkeit in Finanzinstituten e. V. (hereinafter 'VfU Tool'). The 'VfU indicators' and the associated calculation tool are a recognised standard for accounting operational environmental KPIs at financial institutions and therefore an important component of Sparkasse's environmental management. In subsequent years, a steady increase in the quality of key performance indicators will drive improvements in steering and environmental management. The 2022 carbon footprint was also established using VfU Tool version 1.1 of the 2022 update and forms the basis for 2023. The emission factors integrated in the VfU Tool originate from Ecoinvent 3.7.1.

Data quality

The majority of the key performance indicators used (electricity, in part also transport, paper, cooling and extinguishing agents, waste) are based on measurements from 2022. For 2023, corresponding projections or estimates were made.

- Electricity: The respective consumption is made available directly in the energy provider's portal. As around 75% of the consumption values for 2023 were available at the time the report was prepared, an estimate was made for 25% on the basis of consumption in 2022. Since 2022, electricity purchased directly has been certified green electricity from hydropower plants. The IT service provider's electricity consumption was taken from the service provider's 2022 sustainability report. Electricity consumption in mobile working was estimated using VfU key figures.
- Heat: Heat consumption was calculated for decentralised locations on the basis of the 2022 utility bills and extrapolated for 2023 without any changes because the branch structure has remained largely unchanged. Gas consumption is also taken from the portal. Natural gas is mainly sourced directly (more than 90% of total consumption) at just two central locations, for which the values for 2023 are available.
- Business travel: Business travel was calculated for company cars using the contractually agreed annual mileage based on the current fleet for 2023. Business travel by plane, train, taxi and private car is reported in kilometres; the values were taken from 2022. Transports made by our cash supplier were calculated on the basis of average distances and number of transports. Representative figures for employee commuter traffic are not available, so that this element is not taken into account.
- Paper: Paper consumption is based on a calculation of new procurements from 2023.
- Water: Water consumption was extrapolated for all locations for 2023 on the basis of meter readings in 2022.
- Waste: Mixed municipal waste was extrapolated for 2023 based on existing figures from 2022. Special waste (paper, IT scrap, etc.) was measured precisely in 2022 and estimated for 2023.
- Cooling and extinguishing agents: Cooling agents were measured precisely in 2022 and estimated for 2023; extinguishing agents were calculated in 2022 and estimated for 2023.

Consumption	Absolute consumption	Consumption per employee
Electricity	22,904,531 kWh	7,751 kWh
Heat	26,748,097 kWh	9,052 kWh
Business travel	4,815,698 km	1,630 km
Paper	181 t	61 kg
Water	84.826 m ³	28,706 l
Waste	4,269 t	1,445 kg
Cooling and extinguishing agents	670 kg	0.227 kg

Reference: 2,955 employee capacities (2023)

Greenhouse gas emissions	Scope 1	Scope 2 (Market-based method)	Scope 3	Total	emissions per employee
Greenhouse gas emissions in CO ₂ e					
Electricity		836.8	1,256.2	2,093.0 t	708 kg
Heat	4,046.9	1,433.9	1,562.6	7,043.4 t	2,384 kg
Business travel	584.3	311.3	494.7	1,390.4 t	471 kg
Paper			148.3	148.3 t	50 kg
Water			52.4	52.4 t	18 kg
Waste			909.2	909.2 t	308 kg
Total	4,631.2	2,582.0	4,423.4	11,636.6 t	3,938 kg
Remaining emissions				t	3,938 kg

Reference: 2,955 employee capacities

The following consumptions were taken into account within the scopes:

- Scope 1: Direct transport (vehicle fleet/company cars), energy use (gas for heating buildings)
- Scope 2: Electrical energy (electricity) and heat (district heating)
- Scope 3: Emissions from the supply chain, transport and disposal (water, paper, waste and indirect transport (air travel, rail, public transport), as well as electricity consumption for employees in 'mobile working', heat)

Environmental impact of business operations

The environmental impact of Berliner Sparkasse's direct business operations results primarily from the consumption of energy in buildings, business transactions, paper and water, as well as from waste and losses of cooling and extinguishing agents.

In 2023, GHG emissions for business operations amounted to 11,636.6 tonnes of CO₂ equivalents (CO₂e) according to the market approach (taking green electricity into account), compared to 12,771.3 tonnes of CO₂e in the previous year (2022). This is a decrease of 1,134.7 tonnes of CO₂e or 8.9%. Relative GHG emissions amounted to 3,938 kg CO₂e per employee compared to 4,201 kg CO₂e in the previous year (2022). The main driver of this positive trend in GHG emissions is the use of green electricity, which has been purchased since 2022.

In the future, further measures will contribute to reducing energy consumption, for example by abandoning the current energy-inefficient administration building and moving to a new location.

Employee mobility

Berliner Sparkasse is developing sustainable mobility concepts for its employees. The aim is to reduce the environmental impact of transport-related emissions, conserve natural resources and promote health. Substantially subsidised company tickets (public transport) and bicycle leasing serve as incentives to use local public transport for private journeys and also for business appointments. Company tickets are used by 57% of employees.

Furthermore, it was decided at the beginning of 2023 that only vehicles with CO₂-free drive systems will be purchased in future.

Climate and environmental targets

As a savings bank, we are actively committed to achieving the goals of the Paris Agreement for the entire economy. We want to help change the economy and thus improve climate protection.

The aim is to reduce CO₂ emissions from business operations that are caused directly by the bank's internal business activities and processes. This includes, for instance, emissions from use of energy resources such as electricity and heating, operation of company-owned vehicles and, where applicable, from the combustion of fuels in backup power generators.

We are aligning the improvement of our climate footprint with the overarching goal of limiting global warming to 1.5 degrees Celsius compared to pre-industrial levels.

The 'net zero' obligations of banks have a profound impact on the way in which loans are granted and occupy a significant place in the strategic orientation of financial institutions. These obligations mean that banks are re-evaluating their lending processes and paying more attention to their customers' sustainability plans to achieve net zero emissions.

In this strategic context, banks recognise the need to peg lending more closely to environmental and sustainability criteria. Banks encourage companies and projects to reduce their environmental impact by creating financial incentives to promote sustainable investments. This strategy goes hand in hand with the banks' endeavours to put their own balance sheets on the path to net zero emissions. The commitment to net zero emissions in lending reflects the efforts to decarbonise not only our own activities, but also those of our customers.

As a signatory to the voluntary commitment by German savings banks to climate-friendly and sustainable business practices, Berliner Sparkasse has committed itself, among other things, to actively support the goals of the Paris Agreement. Although Berliner Sparkasse has not yet published its own 'Net Zero' strategy, it has defined minimum requirements for new business that support the 'Net Zero' goal.

Measures to improve the company's environmental performance

Field of action	Goal	Implementation measure(s)	Deadline
Energy consumption of buildings	CO2 reduction Reducing electricity consumption	Sourcing exclusively certified green electricity	Implemented
		Replacing light bulbs	Ongoing
		Expansion and continuation of mobile working, digital events	Ongoing
	CO ₂ reduction	Move to modern premises in Berlin Johannisthal	2024
Paper consumption	CO2 reduction Reducing paper consumption	Switch to digital product flyers in customer business	Implemented since 2022
		Raising awareness of user behaviour, sustainable office supplies, mobile working	Ongoing
Travel	CO2 reduction Reduction of transports	Reduction in travel, adaptation of business travel rules, raising awareness	Implemented
		Conversion of company cars to electric vehicles	For new procurements from Q3/2023
		Employee mobility, bicycle leasing, company ticket subsidy, car sharing	Implemented since 2023
Awareness	Creating lasting understanding among employees	Sustainability training concept	Ongoing
		Dialogue rounds – culture days	Ongoing
Greenhouse gas emissions	CO ₂ reduction, consumption reduction	Termination of lease for Gustav-Meyer-Allee site	30 September 2024

H14 Ecological EU taxonomy

Qualitative disclosures 1

General disclosures regarding the taxonomy and its implementation at the Institute

Sustainability Reporting – EU Taxonomy Disclosure

Pursuant to Art. 8 of Regulation (EU) 2020/852 ('Taxonomy Regulation') with concretisation in Commission Delegated Regulation (EU) 2021/2178, the use of the regulatory scope of consolidation and thus reporting at the level of S-Erwerbsgesellschaft (SEG), as the parent company of LBB AG /BSK in accordance with CRR, is required for the first time. This results in numerous quantitative reporting requirements. A detailed, qualitative description of these requirements is contained in the following sections. For clearer presentation, the publication of numerous taxonomy templates required by Delegated Regulation (EU) 2021/2178 (hereinafter 'EU Taxonomy Regulation') can be found in the Annex to this document.

General information on the implementation of the taxonomy regulatory system at S-Erwerbsgesellschaft

Reporting on the EU taxonomy is based on the financial information that is regularly collected and reported for regulatory reporting in accordance with Regulation (EU) 575/2013 (CRR) and the associated Delegated Regulation (EU) 2021/451 (FINREP). They apply to all of SEG's assets.

However, only specific assets that can be allocated to the most relevant economic activity in accordance with the objective of financing are included in the calculations of the two main indicators, i.e., green asset ratio capex and green asset ratio turnover, as well as uncommitted exposures vis-à-vis companies that are required to submit a non-financial declaration. In accordance with the requirements of the EU Taxonomy Regulation, reporting is based on the gross carrying amount of the assets, which is the sum of SEG's total assets as defined by the EU Taxonomy. It is not possible to publish comparative information because information regarding taxonomy compliance is published this year for the first time (for the end of the 2023 financial year).

Furthermore, the European Commission published Q&As on 21 December 2023 to provide guidance on legal regulations. Since this guidance was published only shortly before the end of the year, these explanations could not yet be fully applied to reporting for 2023 and will be implemented during the course of 2024.

In order to identify the sustainable economic activities of financial and non-financial companies according to the EU taxonomy, a large body of information is required that was previously not available. In addition to generally published information on the sustainable economic activities of borrowers and counterparties, the analysis of SEG's assets requires further information to be provided by these borrowers. Due to the novelty of the data requirement and the categorisation of exposures based on their environmental sustainability, SEG made efforts to collect and capture data.

In the savings bank network, master data was obtained for companies from their respective reports, and energy performance certificates for private construction financing were collected and analysed for companies in order to determine whether they fall under NFRD obligations. Adjustments were made to relevant lending processes (inclusion of energy performance certificates in the standard process for private construction financing, labelling of companies' NFRD obligation) and the IT infrastructure (enabling digital evaluation of taxonomy-relevant data from energy performance certificates and acquisition of a tool for taxonomy assessment for earmarked exposures) in order to collect and technically record EU taxonomy-relevant information directly in the lending process, particularly in new business. Despite the efforts, data collection for reporting on EU taxonomy-compliant economic activities was limited, particularly as published reports on taxonomy compliance indicators for financial companies were not available at the time of reporting and the data collected for non-financial companies is regularly based on their reporting from 2022. In addition, reporting on the suitability of relevant assets and financed economic activities for the four additional environmental objectives is limited due to a lack of data availability and incomplete IT support.

It should also be noted that financial and non-financial companies will have to report on the new environmental targets for the first time in the 2023 financial year. The data basis was hence only available in a few parts. The limited availability of data for the valuation of EU taxonomy-compliant assets generally leads to a conservative derivation of taxonomy KPIs, in particular the two green asset ratios, as assets were excluded from the numerator if data necessary for assessing taxonomy compliance was not available. In as far we made assumptions regarding certain portfolios that did not lead to their exclusion from the numerator, these are explained in the following. The allocation to the individual items of the EU taxonomy template is based on the gross carrying amount and taking into account other indicators such as counterparty group and economic sector in accordance with the disclosure in the FINREP report. The relevant economic activity for identifying taxonomy eligibility is based on indicators for the purpose of use (contains information on the earmarking of financing) and the customer classification (KUSYMA (customer systematology) – implicitly contains NACE and WZ codes), which the savings bank organisation has implemented based on the European Union's classification of economic activities (NACE – Statistical Classification of Economic Activities in the European Union). A label for companies subject to the NFRD supplements the identification of taxonomy-eligible exposures.

Template 0 – Summary of KPIs to be disclosed by credit institutions in accordance with Article 8 of the Taxonomy Regulation

Green asset ratio

SEG's green asset ratio based on the counterparty's sales KPI was 0.48% at the end of the 2023 financial year (template '0. Summary of KPIs to be disclosed by credit institutions in accordance with Article 8 of the Taxonomy Regulation'). SEG's green asset ratio based on the counterparty's CapEx KPI was 0.51% as per the end of the 2023 financial year (template '0. Summary of KPIs to be disclosed by credit institutions in accordance with Article 8 of the Taxonomy Regulation'). These two figures are in line with expectations. The GARs are in line with expectations because

- a large proportion of SEG's assets are with corporate customers not subject to the NFRD. Potential taxonomy-compliant loans to these companies, which include not only traditional SMEs (craft businesses, small service providers) but also larger companies without an NFRD obligation, may not yet be included in the numerator when calculating the GAR, but increase the assessment basis in the denominator. In addition, there is a further portion of potential taxonomy-compliant loans to subsidiaries (subject and not subject to the NFRD) whose parent companies are subject to the NFRD obligation, as well as potential taxonomy-compliant project financing of special purpose entities, which, however, due to the lack of clarification regarding consideration in the GAR (up to the time of the Q&A publication of 21 December 2023), were conservatively assumed to be assets that are not included in the numerator in the calculation of the GAR, but which increase the assessment base in the denominator.
- despite intensive efforts, it is not yet possible to record the complete portfolio of property financing already granted to private households with regard to taxonomy compliance. This is because the success rate of relevant data procurement, for instance, with regard to energy efficiency classes based on energy performance certificates, is typically only high if it is possible to generate opportunities for meetings with customers. Meetings are usually initiated as a result of prolongations or other adjustments to the loan agreement. The data pool is expected to improve steadily, and KPIs are also expected to rise in the coming years. In new lending business, energy performance certificates have been collected from private households since July 2022 anyway.

Template 1 – Assets for the calculation of GAR

Loans to private households collateralised by residential property

At the end of the 2023 financial year, SEG had issued a volume of residential property loans to private households totalling €5.68 billion (template '1. Assets for the calculation of GAR – basis: turnover'). This corresponds to around 12.1% (template '3. GAR KPI stock – basis: turnover') of the total assets recorded in the denominator. SEG finances a cross-section of the region's building stock. In addition to financing new buildings, which tend to be more energy-efficient, SEG also finances older buildings with a poorer energy balance. The current taxonomy compliance ratio (ratio of the taxonomy-compliant gross carrying amount of the item and the total gross carrying amount of the GAR assets) of the financed residential properties to private households totals 0.30% (template '3. GAR KPI stock – basis: turnover'). Loans for which an energy efficiency class of A or better can be shown typically increase this ratio.

Proof of the energy efficiency class is provided in the form of energy performance certificates. Since July 2022, energy performance certificates have also been requested in new loan business. The major challenge was and still is to record energy efficiency classes for existing buildings. In the past, it was not necessary to systematically collect energy performance certificates. Over the past two years, extensive efforts have been made to retrospectively obtain these energy performance certificates from customers. However, not all corresponding enquiries to customers helped to improve the data situation. It is expected that the database will improve in the coming years, which is likely to have a positive impact on the taxonomy KPIs in this area.

Specifically, in the area of loans to private households collateralised by residential property, various simplifications were made to determine environmentally sustainable financing. For example, the taxonomy compliance of mortgage loans was identified on the basis of the energy efficiency class of the financed property and a simplified check of the fulfilment of the DNSH criteria at postcode and portfolio level. 100% taxonomy compliance (green) was assumed for all mortgage loans (existing and new business) for which the year of construction and the energy efficiency class verified by an energy performance certificate fulfil the following conditions:

Firstly, for a year of construction before or in 2020, if the energy efficiency class is 'A' or 'A+'. Secondly, for a year of construction after 31 December 2020, if the energy efficiency class is only 'A+'. This already takes into account the new regulatory requirements of the European Commission's Sustainable Finance Package of 21 November 2023.

Accordingly, mortgage loans with a poorer or no ascertainable energy efficiency class (i.e., not equal to A+ and A) are classified as not taxonomy-compliant.

Fulfilment of the DNSH criteria for environmental objective 2 (climate change adaptation) was considered to a limited extent at the level of Berliner Sparkasse's private real property financing portfolio. The 'as-is' risk analysis at postcode level identified heavy rain and forest fires as the main risk drivers in the portfolio. Other physical risks were not identified as significant risk drivers. However, the maturity-related materiality analysis of the financed portfolio has shown that no temperature, wind, water or solid matter-related climate risks can have a significant negative impact on the financing portfolio over the term of the portfolio. This means that fulfilment of the DNSH criteria for the private property financing portfolio is considered to be given for every financing in the portfolio.

Private households – building renovation loans

At the end of the 2023 financial year, SEG reported a volume of building renovation loans to private households totalling €10.2 million (template '1. Assets for the calculation of GAR – basis: turnover').

100% of the risk amount is considered to be taxonomy-eligible. €0 was classified as ecologically sustainable. The taxonomy eligibility of this loan type was essentially derived from an internal classification of the purpose of the loan accounts, which is determined in the loan application process. The relevant characteristics in this case are 'Modernisation and repair of existing buildings, owner-occupied home/flat', 'Modernisation and repair of existing buildings, other residential buildings (multi-family homes)' and 'Modernisation/renovation'. These loans are not loans collateralised by real property. It is generally not possible to identify taxonomy compliance for existing business due to the frequent lack of information and evidence for specific customer projects.

Private households – motor vehicle loans

Credit institutions must disclose information regarding taxonomy-compliant motor vehicle loans to natural persons. S-Kreditpartner GmbH (SKP) currently grants motor vehicle loans to private households, a small proportion of which can no longer be clearly assigned to a specific purpose. Although these loans are initiated as motor vehicle loans, they can be converted into consumer loans at a later date if no proof of motor vehicle purchase can be provided by the customer, but technically this loan remains a motor vehicle loan. Due to the lack of technical options for determining the earmarking of loans, SKP's entire private motor vehicle financing portfolio totalling €1,193 million is conservatively reported as non-taxonomy-eligible and hence also not as taxonomy-compliant.

Non-financial corporations

As per the end of the 2023 financial year, SEG had approximately €1.1 billion (template 1 'Assets for the calculation of GAR – basis: turnover') in exposures to non-financial companies that are subject to non-financial reporting obligations. These items include all exposures classified as general or earmarked loans as well as directly held bonds and shares of non-financial corporations in this category.

Currently, 30% or 7.73% respectively (ratio of taxonomy-eligible or taxonomy-compliant gross carrying amount of the item to the total gross carrying amount of the item) of the exposures to non-financial corporations are taxonomy-eligible or taxonomy-compliant. Since a significant proportion of our corporate customers are small and medium-sized enterprises (SMEs) or companies without a capital market orientation and because exposures vis-à-vis these companies are generally not allowed to be included in the numerator for GAR calculation, this individual KPI and the GAR as a whole are comparatively low. The KPI for general exposures (general loans, bonds and shares held) is essentially determined by the KPI disclosures of the respective companies for environmental objective 1. Only very few companies have analysed their economic activities according to environmental objective 2. The company data on which SEG's KPIs are based originates from the end of the 2022 financial year. This is the most up-to-date company information available at the time this report was prepared.

Note regarding the underlying company data: A comprehensive master data list was used to determine the KPIs and to complete the individual templates. This list contains taxonomy data from well over 1,200 financial and non-financial companies based in the European Union that were potentially subject to the non-financial reporting obligation at the end of the 2022 financial year. The list contains numerous taxonomy-relevant KPIs. These include: company name, LEI (Legal Entity Identifier) code; taxonomy capability and taxonomy compliance ratio, ratio of transition activities and ratio of enabling activities for environmental objectives 1 and 2 and at overall company level.

All KPIs were collected on the basis of the turnover (sales) and CapEx (capital expenditure) KPIs of the non-financial companies. This master data list was created centrally within Sparkassen-Finanzgruppe by manually transferring the information from the individual company reports from the end of the 2022 financial year.

This master data list was subjected to comprehensive quality assurance. KPIs for financial companies that go beyond the taxonomy capability ratios are not available for 2022.

Based on this comprehensive company data, it was relatively easy for SEG to identify the taxonomy KPIs for the general exposures vis-à-vis non-financial companies subject to the NFRD. Essentially two time-consuming adjustments had to be made manually in SEG's data budget. This concerned the determination and allocation of LEI codes for corporate customers, regardless of their size, as well as the data-related determination of whether a corporate customer was obliged to provide non-financial reporting as at the end of the 2023 financial year. The relevant company master data collected was then transferred to the data budget with the help of Sparkassen-Finanzgruppe's central IT service provider (Finanz Informatik – FI).

Earmarked taxonomy-compliant loans to non-financial companies totalled €26 million (template '1. Assets for the calculation of GAR – basis: turnover'). As earmarking of loans to non-financial companies only applies to SEG's property financing portfolio and the NFRD obligation of customers acts as an additional limiting factor in identifying the earmarked amount, only one customer of SEG with the gross carrying amount of €26 million in financing is recognised under these conditions as simultaneously taxonomy-eligible and taxonomy-compliant as at the end of the 2023 financial year under these conditions. The TAXO-TOOL from VÖB Service GmbH was used for the taxonomy assessment of this earmarked financing.

The tool can guide through the taxonomy check criteria in a supervised dialogue and documents this accordingly. Due to the fact that only one customer is covered by this regulation, the taxonomy-compliant amount in this area is relatively low at 2.4% (ratio of the taxonomy-compliant gross carrying amount of the item and the total gross carrying amount of the item). It is expected that the taxonomy-compliant and earmarked amount will also increase in the coming years due to the introduction of the CSRD, when more customers will be obliged to provide non-financial reporting. All bonds held directly against non-financial companies were regarded as non-earmarked exposures. The taxonomy-eligible and taxonomy-compliant amount from the item was determined using KPI data for the respective companies from the central master data list. However, this item also includes 'green bonds' from non-financial companies. The total gross carrying amount of 'green bonds' issued by non-financial companies amounts to approximately €99 million (total gross carrying amount of green bonds issued to non-financial companies, both subject and not subject to the NFRD. This amount includes bonds issued by financial subsidiaries of non-financial companies).

Although sufficient evidence was found in the issue documents (Green Bond Framework, Second Party Opinion and the prospectus) to suggest that approximately €39 million of exposure could be classified as taxonomy-compliant, there is no current legal basis for this and the information is only available at 'best effort' level. The exposure was therefore conservatively recognised as non-taxonomy-compliant.

Financial corporations

As per the end of the 2023 financial year, SEG's exposures to financial companies subject to the non-financial reporting obligation totalled €2.9 billion (template '1. Assets for the calculation of GAR – basis: turnover'). Of these, 14.28% are taxonomy-eligible and 0% taxonomy-compliant (ratio of taxonomy-eligible or taxonomy-compliant gross carrying amount of the item to total gross carrying amount of the item). Financial corporations must report KPIs on taxonomy compliance for the first time as per 31 December 2023. However, this sustainability report was prepared on the basis of the KPIs for financial corporations from the end of the 2022 financial year (note: at the time of preparing this sustainability report, no KPIs for financial corporations were available for 2023). The taxonomy KPIs published by the financial corporations for the end of their 2022 financial year essentially only contain a taxonomy eligibility ratio which, due to the requirements of Delegated Regulation (EU) 2021/2178, even differs in its calculation logic from the calculation logic for the end of the 2023 financial year. A comparison of the two annual tranches is not possible. The KPIs regarding taxonomy compliance of exposures to financial corporations for the end of the 2023 financial year can therefore only be theoretically determined by earmarked financing to these financial companies. As per the 2023 financial year, SEG has no earmarked financing vis-à-vis financial corporations. The taxonomy compliance ratio in this business area therefore totals 0% (template '3. GAR KPI stock – basis: turnover'). All bonds held directly against financial corporations were regarded as non-earmarked exposures.

The taxonomy-eligible and taxonomy-compliant amount from the item was determined using KPI data for the respective financial corporations from the central master data list. This item includes a further portion of SEG's 'green bonds' portfolio. The total gross carrying amount of 'green bonds' issued by financial corporations amounts to approximately €336 million (total gross carrying amount of green bonds issued to financial corporations, both subject and not subject to the NFRD. This amount excludes exposures vis-à-vis financial subsidiaries of non-financial companies). Although sufficient evidence was found in the issue documents (Green Bond Framework, Second Party Opinion and the prospectus) to suggest that approximately €51 million of exposure could be classified as taxonomy-compliant, there is no current legal basis for this and the information is only available at 'best effort' level. The exposure was therefore conservatively recognised as non-taxonomy-compliant.

Credit institutions

As per the end of the 2023 financial year, SEG had approximately €2.8 billion (template 1 'Assets for the calculation of GAR – basis: turnover') in exposures to credit institutions that are subject to non-financial reporting obligations. These items include all exposures classified as general loans totalling €53.2 million (template '1 – Assets for the calculation of GAR – basis: turnover'), of which 0% (template '3. GAR KPI stock – basis: turnover') is taxonomy-compliant, and directly held bonds and shares totalling €2.7 billion (template '1 – Assets for the calculation of GAR – basis: turnover'), of which 0% is taxonomy-compliant in this category. In principle, the 'credit institution' characteristic in this category was identified in the template on the basis of the usual FINREP categorisation and an additional case-specific assessment of the NFRD obligation of the respective credit institution.

Insurance companies

There are no relevant exposures to this category of companies. Investment firms

As per the end of the 2023 financial year, SEG had €32.6 million (template '1. Assets for the calculation of GAR – basis: CapEx') in exposures to investment firms that are subject to non-financial reporting obligations. This item consists entirely of directly held bonds.

In principle, the 'investment firm' characteristic in this category was identified in the template on the basis of the usual FINREP categorisation and an additional case-specific assessment of the NFRD obligation of the respective investment firm. The underlying corporate taxonomy ratios of the investment firms applied to the directly held bonds are from the end of the 2022 financial year and generally total 0% in the case of taxonomy compliance ratios. Compared to non-financial companies, this is due to the full taxonomy reporting obligation starting one year later. This is the most up-to-date company information available at the time this report was prepared.

Management companies

There are no relevant exposures to this category of companies.

Financing of local authorities

Most of the receivables from local authorities are so-called cash advances which SEG uses to support municipalities/cities in the business area in securing liquidity at all times. However, these cannot contribute positively to the numerator of the recognised assets for calculating the GAR and may not be deducted from the denominator of the recognised assets, such as government bonds. No taxonomy-relevant loans to local authorities were identified at the end of the financial year.

In addition, Sparkasse is nevertheless very active in lending to municipal corporate customers. In the past, for example, municipal housing construction was financed in this way. However, the borrowers in these cases are generally not the local authorities themselves, but commercial municipal companies, such as municipal housing companies. Loans to these companies are regarded as loans to non-financial companies not subject to the NFRD due to the absence of an intention to realise a profit and are therefore reported in line 35 in template 1. These loans – even if some of them serve environmentally sustainable projects – may not currently be recognised for the calculation of taxonomy KPIs.

Collateral obtained through repossession: Residential and commercial properties

SEG currently has no such assets.

Template 1 – Assets not included in the numerator for GAR calculation (included in the denominator)

Financial and non-financial companies – SMEs and non-financial corporations

As per the end of the 2023 financial year, SEG had €24 billion (template '1. Assets for the calculation of GAR – basis: turnover') in exposures to credit institutions that are subject to non-financial reporting obligations. These items include all exposures classified as general or earmarked loans as well as directly held bonds and shares of financial and non-financial corporations in this category. These exposures also include the general investment fund units acquired by SEG.

Financial and non-financial companies – SMEs

The €24 billion (template '1. Assets for the calculation of GAR – basis: turnover') in exposures to financial and non-financial companies not subject to the NFRD essentially relate to traditional SME loans. The majority of SEG's corporate financing thus relates to lending business, which has not yet been covered by the taxonomy. Due to the regulatory requirements of Delegated Regulation (EU) 2021/2178, this large proportion of GAR assets (51.3%) (template '1. Assets for the calculation of GAR – basis: turnover') cannot have a positive impact on the taxonomy KPI (such as GAR).

The fact that these exposures may not be deducted from the denominator of the assessment basis for calculating the GAR means that the GAR is negatively distorted. SEG's focus on SME financing, particularly due to its regional orientation in the area of corporate financing, amplifies this distorting effect on the GAR.

Financial and non-financial companies – non-SMEs

The €24 billion (template '1. Assets for the calculation of GAR – basis: turnover') in exposures to non-NFRD-liable financial and non-financial companies includes not only traditional SME loans but also loans to larger and large corporations which are classified as non-NFRD-liable, due to a lack of capital market orientation, for instance, but also due to a lack of clarification of the legal situation regarding the treatment of subsidiaries (subject and not subject to the NFRD) of parent companies subject to the NFRD in the GAR (up to the time of the Q&A publication of 21 December 2023). Exposures vis-à-vis these companies have an additional negative impact on SEG's GAR. Short-term adjustment of the item was not possible for technical reasons. It is expected that this item will be correspondingly lower at the end of the 2024 financial year.

Financial and non-financial companies – fund units

Debt and equity interests in companies not directly held by SEG, for instance, via investment funds (including fund of funds structures), are generally recognised in this category. It is possible that these fund structures contain exposures to companies that are subject to non-financial reporting requirements. For the 2023 financial year-end, it is unfortunately not possible to technically identify and/or allocate these exposures in template 1 (Assets for the calculation of GAR) to numbers 2 to 23 for IT reasons. These exposures may also contain taxonomy-compliant portions, however, this does not increase the SEG taxonomy KPIs due to the lack of IT allocation options in the corresponding lines.

The aim is to improve the allocation of this exposure for the next report. For IT purposes, the fund units concerned are largely allocated to number 39 in template 1 for 2023.

However, the gross carrying amount of the investment funds totals €273 million and is therefore well below the de minimis limit of 5% of balance sheet assets (currently 0.5% of SEG balance sheet assets) in accordance with Article 94 (1) CRR. No review is carried out in view of the minor impact on the GAR. The funds are therefore conservatively recognised with 0 taxonomy-eligible or taxonomy-compliant exposure.

Financial and non-financial companies – Companies from non-EU countries (third countries)

As per the end of the 2023 financial year, SEG had €1.7 billion (template '1. Assets for the calculation of GAR – basis: turnover') in exposures to non-financial companies and financial institutions that are based outside the European Union. General exposures vis-à-vis these companies, which include general loans as well as bearer bonds and shares held directly by SEG, cannot be included in the calculation of the green asset ratio. For regulatory reasons, it is not possible to exclude these from the denominator.

This is likely to have a slightly negative effect on SEG's GAR. It was found that companies from third countries publish extensive taxonomy KPIs in some cases even though they are not obliged to do so.

Template 1 – Assets excluded from the calculation of GAR

Assets excluded from the calculation of GAR

SEG's assets which may not be included in the numerator and denominator of the GAR, amount to €7.7 billion for 2023 (template '1. Assets for the calculation of GAR – basis: turnover').

This corresponds to around 14.1% of total assets (template '1. Assets for the calculation of GAR – basis: turnover'). This KPI is essentially determined by exposures vis-à-vis central governments and deposits at the central bank. There are no relevant trading book positions.

Central governments and supranational issuers

As per the end of the 2023 financial year, SEG's exposures to central governments and supranational issuers totalled €1.59 billion (template '1. Assets for the calculation of GAR – basis: turnover'). This corresponds to around 2.9% of total assets. These exposures may not be included in the numerator and denominator of the GAR.

Exposures vis-à-vis central banks

As per the end of the 2023 financial year, SEG's exposures to central banks totalled €6.1 billion (template '1. Assets for the calculation of GAR – basis: turnover'). This corresponds to around 11.2% of total assets. These exposures may not be included in the numerator and denominator of GAR. This exposure essentially relates to deposits with Deutsche Bundesbank.

Template 2 – GAR sector information

GAR sector information

All exposures to non-financial companies that are subject to non-financial reporting requirements must be listed in template '2. GAR sector information'. The list of individual assets is consolidated at the level of the four-digit NACE code assigned to the non-financial company. Reporting on financial institutions is not included in this report due to regulatory requirements. The NACE code was derived on the basis of the assessment of the company's main activity via the main economic sector. It is possible that the composition and the respective shares will change in future reporting periods due to changes in the number of customers subject to reporting requirements.

The three most important NACE codes were M 70.10 'Activities of head offices' with a total gross carrying amount of €364 million; H 52.23 'Service activities incidental to air transportation' with a total gross carrying amount of €276.5 million and D 35.10 'Production of electricity' with a total gross carrying amount of €92.7 million. The three sectors with the highest revenue-related share of environmentally sustainable exposures for environmental objective 1, and at the same time at overall level, are as follows: M 70.10 'Activities of head offices' with a gross carrying amount of €49.8 million, D 35.10 'Production of electricity' at €14.2 million and H 52.22 'Service activities incidental to water transportation' at €7.3 million gross book value (template '2. GAR sector information – basis: turnover'). Very few non-financial companies published corresponding information for environmental objective 2. The environmental objective that determines the overall indicator for 2023 is therefore still environmental objective 1 (climate protection).

A comparison of the template based on CapEx and the template based on turnover shows that the ratio of environmentally sustainable investment expenditure tends to be systematically higher than the ratios of environmentally sustainable company turnover. This could indicate that in the case of new investments, non-financial companies tend to invest in new environmentally sustainable projects, while the total investment portfolio (old and new investments), which is the basis of achievable company turnover, also contains large proportions of non-environmentally sustainable assets.

Templates 1 to 5 – Activities in the areas of nuclear energy and fossil gas

This template generally contains information on whether reporting companies are engaged in economic activities in the field of nuclear energy or fossil gas. This includes, for instance, the construction or operation of power plants and plants for the generation of electricity using nuclear power or the combustion of fossil gas, as well as the financing or holding of exposures in these economic activities. Due to the holding of exposures in these areas, for instance, in the form of bearer bonds or equity shares in companies that engage in these economic activities, the disclosures of these companies must also be transferred to the disclosures of the reporting credit institution. The credit institutions are thus indirectly invested.

The template contains six questions, each of which must be answered with YES or NO. General loans to companies subject to the NFRD or bearer bonds held as well as shares in companies subject to the NFRD that have answered the individual questions in the affirmative in their reporting thus automatically lead to an affirmative answer to the respective question at the reporting credit institution, regardless of how high the share of economic activity indirectly attributable to the credit institution is. Credit institutions often have large portfolios of various directly held debt and equity interests in a large number of companies. It is therefore possible for financial institutions to answer questions in the affirmative in this template due to their broadly diversified investment portfolio.

SEG must answer three of the six questions on economic activities in the affirmative. In the area of nuclear energy, only the negative answers were determined based on the analysed investment portfolio or the general loans to companies subject to the NFRD. There is no direct earmarked financing in the area of nuclear energy.

In the area of fossil gas, the positive answers are mainly due to the analysed investment portfolio or the general loans to companies subject to the NFRD, which have answered these questions in the affirmative themselves. However, there is no direct earmarked financing in the fossil gas sector.

In order to determine the positive answers on the basis of company information, SEG's portfolio was analysed for exposures vis-à-vis companies whose business profile indicates activity in the gas or nuclear energy sectors. Furthermore, only exposures vis-à-vis customers subject to the NFRD were considered.

Exposures consisting of the 'green bonds' of the relevant companies were excluded from the assessment basis of SEG's gas and nuclear power taxonomy reporting since the green bond issue documents (Green Bond Framework, Second Party Opinion and the prospectus) explicitly stated that no fossil gas or nuclear power projects may be financed by the green bond funds. In the next step, taxonomy ratios from the gas and nuclear power taxonomy reporting from the annual reports as per 2022 were collected manually for the companies identified and applied to the gross carrying amounts of the relevant exposures. This resulted in SEG's risk amounts which were indirectly allocated to fossil gas and nuclear energy. This amounts to a total of around €1.2 million in relation to the turnover figures of the companies concerned (calculated as the sum of the taxonomy-compliant, taxonomy-eligible but not taxonomy-compliant and non-taxonomy-compliant amounts allocated to economic activities 1 to 6 in the 'gas and nuclear energy' sector). Figures in template '3. Taxonomy-compliant economic activities (numerator) – basis: turnover', '4. Taxonomy-eligible but non-taxonomy-compliant economic activities – basis: turnover', '5. Non-taxonomy-eligible economic activities – basis: turnover'). From this, €0.4 million (template '3. Taxonomy-compliant economic activities (numerator) – basis: turnover') is to be considered taxonomy-compliant and €0.8 million (template '4. Taxonomy-eligible but not taxonomy-compliant economic activities – basis: turnover') is considered to be taxonomy-eligible but not taxonomy-compliant.

Based on the CapEx disclosures of the companies concerned, around €8.5 million is considered to be exposure of SEG that was indirectly allocated to the 'fossil gas and nuclear energy' sector (calculated as the sum of the taxonomy-compliant, taxonomy-eligible but not taxonomy-compliant and non-taxonomy-compliant amounts allocated to economic activities 1 to 6 in the 'gas and nuclear energy' sector). Figures in template '3. Taxonomy-compliant economic activities (numerator) – basis: CapEx', '4. Taxonomy-eligible but non-taxonomy-compliant economic activities – basis: CapEx', '5. Non-taxonomy-eligible economic activities – basis: CapEx).

From this, €7.9 million (template '3. Taxonomy-compliant economic activities (numerator) – basis: CapEx') is considered to be taxonomy-compliant and €0.6 million (template '4. Taxonomy-eligible but not taxonomy-compliant economic activities – basis: CapEx') is considered to be taxonomy-eligible but not taxonomy-compliant.

Taxonomy-compliant exposure, both in terms of turnover and CapEx, was fully allocated to environmental objective 1.

Qualitative disclosures 2

Explanation of the nature and objectives of taxonomy-compliant economic activities

SEG's exposures that can be used to finance taxonomy-eligible or taxonomy-compliant economic activities, essentially relate to category 7 'Construction and real estate' of the economic activities listed in Delegated Regulation (EU) 2021/2139. These exposures mainly relate to private households and SMEs. The latter are currently not allowed to be included in the publication of KPIs, which has a negative impact on the GAR as a whole.

General exposures vis-à-vis corporate customers subject to the NFRD (such as general loans, bearer bonds, shares) determine other important parts of SEG's GAR. The type and objectives of the taxonomy-compliant economic activities are influenced by the corporate customers, as their KPIs are simply transferred to SEG's data budget. The taxonomy-compliant exposures vis-à-vis private households are essentially determined by environmental objective 1 'Climate protection' because this is the most important factor for the vast majority of financing projects in this area. The taxonomy-compliant economic activities, which are taken over from corporate customers via the general exposures, are also essentially based on environmental objective 1 because in the vast majority of cases, corporate customers have determined taxonomy compliance only in accordance with environmental objective 1 when determining the KPIs for the end of the 2022 financial year. This also has an indirect impact on SEG's KPIs. The other four environmental objectives will only have an impact on SEG's GAR and other KPIs in future reporting periods.

Evolution of the nature and objectives of taxonomy-compliant economic activities over time

For the 2021 and 2022 financial years, SEG published the first individual taxonomy-relevant KPIs due to the regulatory requirements. This included a taxonomy capability ratio. However, this is not comparable with the taxonomy capability ratio from template '3. GAR KPI stock – basis: turnover/ basis: CapEx' from the 2023 financial year. The assessment basis for 2023 differs significantly from that of previous years.

Under the previous taxonomy eligibility ratios, credit institutions were obliged to divide the sum of taxonomy-eligible assets by total assets. The taxonomy eligibility ratio for 2023 has a different assessment basis in the denominator. Several items must be deducted from total assets.

Taxonomy compliance rates will now be published for the first time for the 2023 financial year.

Any meaningful presentation of information regarding the development of the type and objectives of taxonomy-compliant economic activities over time is therefore only possible for the first time from 2025 (for the 2024 financial year).

Qualitative disclosures 3

Description of compliance with Regulation (EU) No. 2020/852 in the financial undertaking's business strategy, product design processes and cooperation with customers and counterparties

Sustainability is a key component of SEG's business strategy.

However, Regulation (EU) No. 2020/852 (EU environmental taxonomy) and the various delegated regulations associated with it are of minor importance to SEG in terms of designing its business strategy. The limited informative value of the GAR of financial institutions to date and the immature legal situation regarding the applicability of the EU taxonomy by financial institutions (interpretation uncertainties such as the definition of ratios in Delegated Regulation (EU) 2022/1214, additions to the previously undefined business activities in the catalogue of taxonomy-eligible economic activities, interpretations in the form of Q&A drafts that are received at short notice and are not legally binding in the same way as the legal acts/regulations published in the Official Journal of the European Union) do not yet allow the EU taxonomy ratios to be directly incorporated into the business strategy. Sparkasse's business model is generally not based on financing large corporations, but rather on financing SMEs and private individuals. We must assume that this will also lead to a low GAR value in the coming years. Nevertheless, SEG, together with Sparkassenfinanzgruppe, is endeavouring to establish the processes for applying the EU taxonomy in the coming years and to use them in new product design (see also chapter H8 - Sustainability in lending business).

Qualitative disclosures 4

Qualitative information on the alignment of trade stocks with Regulation (EU) No 2020/852, including overall composition, observed trends, targets and guidelines

SEG had no trading book positions at the end of the financial year.

Human resources

H15 Employment policy and equal opportunities

Assessment of risks with regard to our own employees

In the years up to 2020, the strategic reorganisation was implemented to create business structures typical of savings banks and the workforce was reduced with the accompanying reduction of functions specific to federal state banks. In the long term, the overall need for personnel will continue to decline. Our customers are increasingly carrying out services themselves and using media. Bundling scalable functions at Sparkassenfinanzgruppe will lead to fewer employees in staff and management functions. As overall personnel demand declines, the relative share of employees in customer service will increase (regional value creation).

Z25 Future Programme

With its advanced 'Z25 Future Programme', Berliner Sparkasse is making itself fit for the future and aims to achieve cost reductions and revenue increases. This involves, for instance, the reduction in group functions and DBS (DirektBankService). Jobs are reduced in a socially responsible manner and in accordance with the principle of double voluntariness; a company agreement was concluded with the works council for this purpose. Personnel instruments are available, such as the promotion of part-time work, early retirement and partial retirement schemes or severance payments.

At the same time, there is a need to retain or build up expertise in certain areas. In order to reconcile both aspects, vacancies in the sales organisation for private and corporate customers must be filled and expert functions recruited for the company. Sparkasse is recruiting new employees, particularly for advisory services in the branches and for specialised functions in internal areas. Personnel requirements in the private and corporate customers sales organisation can no longer be met by junior staff alone. External recruitment, especially of career changers for sales, is an increasingly important pillar of personnel recruitment. Recruitment of staff from other professions and other training formats will thus be expanded. At the same time, the new sales structure was developed and implemented with effect from the turn of 2024. Media and on-site sales structures coexist on an equal footing and the sales organisation is becoming more flexible. Employees were given the opportunity to shape their own professional future at Berliner Sparkasse through a voluntary expression of interest procedure.

Motivated and qualified employees are the foundation for continuous and high-quality customer support.

- Employer attractiveness is highly relevant to Berliner Sparkasse's HR strategy. People are at the heart of everything we do, because it is our employees who shape the perception of our values and expertise as a savings bank. In view of demographic change, attracting and retaining motivated and qualified junior staff and specialists is a key task.
- What was traditionally an employer market has long since become an employee market. Demands of employees are changing. All generations are represented at BSK, contributing commonalities and different views and expectations of a workplace. The employee surveys of the last two years show indicators of the need for action in employee retention. DSGVO's survey of trainees at Sparkassen-Finanzgruppe showed a similar picture, revealing a decreasing level of loyalty, especially during the first few years of employment. Measures to retain employees and increase employer attractiveness must therefore be aligned with changing conditions and requirements of target groups.
Flexibilisation of work location and time, pragmatic and direct financial and non-financial recognition of performance and upgrading of the working environment, including technical equipment, are currently of particular importance.

For the majority of employees, balancing work and family life continues to be of great importance, but meaningful work is also becoming increasingly important.

Fundamentals of employment and compliance with collective bargaining outcomes

Berliner Sparkasse offers its 3,349 employees (including trainees and dual students) in the Berlin metropolitan region many qualified jobs in a modern and attractive working environment. The 'Collective Agreement for Public Sector Banks', which regulates salaries, working hours and other working conditions, is implemented.

We promote our bank's attractiveness as well as our employees' motivation and entrepreneurial spirit through flexible working time models such as family-friendly part-time work, flexible working hours and mobile working, various target group-specific formats and programmes for personal and professional development as well as innovative feedback and dialogue tools. Offers and benefits over and above the collectively agreed obligations, for instance, for work-related mobility, catering or pensions, additionally strengthen the attractiveness of Berliner Sparkasse as an employer. The standards of the International Labour Organization (ILO) are observed for all Berliner Sparkasse employees.

The majority of the 3,349 employees live in Berlin and the surrounding regions. Berliner Sparkasse trains junior staff and continuously develops their skills and knowledge. 97% of all employees are employed on the basis of a permanent employment contract, 3% have fixed-term contracts (excluding trainees and dual students).

Training and further professional qualification

Recruitment of young talent is an elementary recruitment component at Berliner Sparkasse, which, as one of the largest training companies in Berlin, offers a wide range of opportunities for school leavers and university graduates. Qualified training as a bank clerk with additional qualifications specialising in real estate or insurance includes training in sales and bank-specific skills as well as personal development. It is important to us to offer our young colleagues reliability and prospects as well as interesting and flexible fields of work during their vocational training. For many years, Berliner Sparkasse has been fulfilling its social responsibility duties as one of Berlin's major employers by consistently training junior staff and retaining them in the company after their training.

In addition, the 'Bachelor of Arts – banking specialist' dual study programme is offered in cooperation with the Berlin School of Economics and Law (HWR). Besides initial training, Sparkasse offers university graduates direct entry via a trainee programme. Our trainee programmes are the main route of entry into the company. At the end of the year, the workforce included 176 apprentices, dual students and trainees. This means that around 5% of the workforce are junior staff.

With the 'Sales Means Variety' (*Vertrieb ist Abwechslung*) programme, Berliner Sparkasse shows its young bankers a development path in sales directly after their training. Through their deployment in different sales units and the use of different sales channels, skills, networks and working methods are expanded. This is in line with the high strategic importance of young customers for Berliner Sparkasse. In future, young customers (aged 18 to 30) will largely be looked after personally. Here we rely on a specially created format called 'Klub zur Hohen Kante' (Savings Club) where young bankers provide young customers with financial advice at eye level.

The transformation of the world of work is changing the need for professional development. In addition to the extensive qualification programme in the digital learning world 'Helix', the training formats are also being expanded. Most recently, '#digifit' put the focus on digital fitness, supplemented by formats on hybrid leadership and further qualification programmes on sustainability.

Based on a company-wide basic training programme on sustainability, special sustainability skills are developed in the fields of investment advice, lending business and back office.

Differentiated professional training programmes are additionally available for all employees and managers, as well as measures to promote good cooperation and strengthen the teams.

Indicator H17 Professional development/lifelong learning provides information on other continuing qualification activities.

Modern working environment

An attractive employer also offers a modern, innovative working environment which employees can find both at the branches and at central locations. The decision to move into the newly built neighbourhood at the Berlin-Johannisthal Technology Park in mid-2024 promises to be a major step into the future. The building is designed in such a way that employees can better exchange ideas, work together creatively and socialise, offering the right place for every activity. In addition to desk workstations, various areas and equipment elements are available for meetings, telephone and video conferences, creative collaboration, focused quiet work or spontaneous meetings. This concept is a continuation of the concept of personal proximity that is already practised in the branches' neighbourhood concepts.

→ [Klub zur hohen Kante \(Savings Club\)](#)

→ [Berliner Sparkasse as an employer](#)

Equal treatment and pay transparency

Berliner Sparkasse strives for equal treatment of all employees regardless of origin, skin colour, religion, ideology, nationality, age, disability, gender, marital status, sexual orientation or any other personal characteristics in every phase of their employment.

These expectations are set out in Berliner Sparkasse's ethics policy and in the diversity policy for employees published in 2022. The ethics policy and the diversity policy are part of the written rules of Berliner Sparkasse and are therefore binding for all employees. We comprehensively fulfil the requirements of the General Act on Equal Treatment (AGG, *Allgemeines Gleichbehandlungsgesetz*) and have established the necessary structures and processes at Sparkasse. In 2023, there were no submissions to the complaints office under the General Act on Equal Treatment.

The remuneration systems also reflect the concept of sustainable management in the sense of a responsible and risk-aware business policy. At Berliner Sparkasse, these systems are geared towards sustainable value creation for the long-term safeguarding of savings bank business in the interest of the common good. The remuneration strategy and the structure of the remuneration systems are appropriate and compatible with the contents of the corporate and risk strategy. This is reviewed annually. The collective agreements for public-sector banks apply throughout the company. The majority of employees (around 72%) hold positions paid in accordance with collective wage agreements. A non-tariff remuneration system applies to employees with incomes above the collectively agreed salary level.

In the area of collectively agreed remuneration, equal pay for men and women is guaranteed by the application of the collective agreements for public banks. Berliner Sparkasse also pursues a non-discriminatory remuneration strategy in the non-tariff area, which covers all aspects of the remuneration policy, including award and payment conditions. Pay discrimination based on gender for equal or equivalent work is not permitted; the remuneration systems are designed to ensure gender neutrality. Analyses are prepared in order to identify the development of a possible gender pay gap at Berliner Sparkasse and to identify any need for adjustment on this basis. These analyses also serve as the basis for regular exchanges with the divisions in conjunction with the personnel planning process.

Berliner Sparkasse makes gender statistics available to the general public on a regular basis, showing the current status quo regarding the proportion of women in specialist and management positions as well as in salary groups. This also promotes transparency of equal pay for women and men.

The reference point for remuneration is the job evaluation, so that gender is irrelevant. As part of the allocation to pay groups under the collective agreement and in the job evaluation, the basic principle is that the pay level increases as requirements for the corresponding tasks and functions increase. The focus is on fixed remuneration in each case. Variable remuneration systems have also been implemented. The prerequisite for the granting of variable remuneration is the sustainable positive overall success of Berliner Sparkasse at company level in the financial year. The target figure of 'value contribution', which is based on economic value added as a value-orientated parameter, is used to measure sustainable overall success. In its application to the individual employee, variable remuneration is an instrument that can be used to reward sustainable and risk-adjusted performance that goes beyond the fulfilment of contractual obligations. In addition to the company's success and compliance with regulatory requirements, their amount depends on the individual employee's performance, again in line with rules to ensure gender neutrality. Pay discrimination on the grounds of gender is also prohibited in the case of variable remuneration for equal or equivalent tasks. Berliner Sparkasse prepares and publishes an annual remuneration report in accordance with section 16 of the Remuneration Ordinance for Institutions (InstitutsVergV, *Verordnung über die aufsichtsrechtlichen Anforderungen an Vergütungssysteme von Instituten*). This report discloses the remuneration structures in more detail.

Participation and employee satisfaction

Berliner Sparkasse respects and applies the international legal provisions of labour and related areas of law as well as applicable collective agreements (including collective agreements for public banks) and existing company agreements.

Employee participation and co-determination is guaranteed in accordance with the provisions of the Works Constitution Act. Berliner Sparkasse is committed to industrial partnership and the fundamental right to form and join trade unions and to engage in collective bargaining. We support the safeguarding of freedom of expression, freedom of organisation and the establishment of employee representatives at the company, including representatives for equality and inclusion. In addition to the works council, various other employee representative bodies have been established at Berliner Sparkasse (including representatives for severely disabled employees, women's representatives, youth and trainee representatives). The Supervisory Board is also established with equal representation by ten employee representatives as required by the German Co-Determination Act. A complaints office has been set up in accordance with section 13 (1) of the General Act on Equal Treatment (AGG, *Allgemeines Gleichbehandlungsgesetz*).

What's more, employees can contribute to personnel development processes and feedback mechanisms at Berliner Sparkasse on a regular basis. Specific dialogue formats also enable an in-depth personal exchange on relevant future topics, including sustainability aspects. This includes regular Management Board dialogues such as '#direkt' events or the annual culture week. Employer rights are exercised by the Human Resources department where Employees and managers can have claims directly reviewed under labour law.

An employee survey is conducted once a year, from which an organisational commitment identification (OCI) index is determined. This provides information on employee satisfaction and motivation, the quality of competitiveness and the willingness to recommend the company to others. The survey company uses the organisational commitment index in the banking sector as a global measure and has been scientifically substantiated for decades.

The opportunity to speak out freely in the surveys also encourages employees to provide specific suggestions for improvement, from which measures can be derived to optimise our benefits for our employees. The results of the employee surveys also serve as a basis for regular dialogue between managers and employees.

The organisational commitment identification index improved significantly over the course of the reporting year, but is still below the strategically set target overall.

Employment policy activities are reviewed in the HR strategy together with the Management Board and adjusted by the responsible human resources department in line with current developments.

Employment structure	Total number	Men	Women	Diverse
Total employees (including apprentices/dual students and trainees)	3,349	1,379	1,970	No data
Apprentices/dual students and trainees	176	113	63	No data
Managers	391	220	171	No data

Equal treatment and collective agreements	Total number	Men	Women	Diverse
Employees with collective labour agreement (excluding trainees/dual students)	2,315	744	1,571	No data
Women's representatives	1	0	1	0
Submissions to the complaints office in accordance with section 13 of the General Act on Equal Treatment instead of the equal opportunities officer	0	0	0	0

Employment relationships	Value
Share of employees with collective labour agreement	72%
Share of employees with permanent employment contracts	97%
Share of employees with fixed-term employment contracts	3%

Length of service and junior staff Value

Average length of service	23.1 years
Training ratio	5.20%
Takeover rate	79.4%

Employee satisfaction Points

Organisational commitment identification (OCI)	62
Willingness to recommend the employer to others	53

Scale: 1-100 points, 100 points = very satisfied

Diversity and equal opportunities

Equal treatment of all employees is a matter of course at Berliner Sparkasse. Promoting diversity is just as much part of our corporate culture as a working environment in which acceptance, tolerance and mutual trust are practised.

Mixed teams promote creativity and innovation and are a benefit for new working methods such as agile working. The different perspectives of team members provide impetus for the company's further dynamic development. Diversity also promotes the attractiveness of Berliner Sparkasse as an employer in the cosmopolitan city of Berlin. Diversity also helps us to remain attractive to the younger generation and to digital talent. We promote dialogue between young and seasoned employees, creating specific opportunities for exchange between them. In the area of training, we foster qualification on topics such as intercultural skills and sustainability.

These principles are laid down in the diversity policy, in self-imposed internal principles on diversity (the 'Max Mix' principles) and in the Management Compass as the cornerstone of internal cooperation.

Whenever possible, teams are made up of mixed age groups. Berliner Sparkasse is aware of the fact that in view of an average employee age of 46.2 years and an average length of service of 23.1 years, there is a need to facilitate generational change through knowledge transfer and good personnel management. Training programmes and the transfer of experience help to pool and develop specialist knowledge and secure career prospects.

Self-determined participation of people with disabilities in working life is an important issue for Berliner Sparkasse. The bank supports people with severe disabilities and their equals, as well as employees who are at risk of becoming disabled due to illness. In 2023, an inclusion agreement was concluded which forms the framework for inclusion at Berliner Sparkasse. The contents of the agreement include, for instance, regulations from the law (regarding employment, overtime, additional leave, etc.) as well as measures and conditions to promote equal participation (such as job advertisements, measures to make workplaces accessible, operational cooperation).

Since 2024, Berliner Sparkasse has voluntarily granted two days of additional leave per calendar year to employees with a status equivalent to disability in order to take account of their increased need for rest and recreation. In 2022, severely disabled employees accounted for 7.16% of Berliner Sparkasse's workforce. We are also expecting this figure for the 2023 reporting year. This means that the share of severely disabled employees at Berliner Sparkasse exceeded the statutory ratio of 5%.

Berliner Sparkasse signed the German diversity charter in 2015 and is a member of the Alliance Against Homophobia. In addition, Berliner Sparkasse signed the 'Equality wins – for a new corporate culture in Berlin' (*Gleichstellung gewinnt – für eine neue Unternehmenskultur in Berlin*) charter and received a seal of participation for the 'Success Factor Family' (*Erfolgsfaktor Familie*) initiative of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

The activities of employee groups that are committed to equal opportunities and diversity are fostered in a variety of ways. Sparkasse enables them to organise events, provides resources, supports the networks financially and offers time credits for their commitment. These employee initiatives include the 'Väter.In.Motion' fathers' network and the 'S-Queer' programme. For ten years, the 'S-Queer' LGBTQ+ network has been an information and discussion forum for all LGBTQ+ employees to facilitate the exchange of experiences at regular meetings (queer lunches, get-togethers). The network is also present at cultural events in Berlin such as Christopher Street Day and the Lesbian and Gay City Festival. Berliner Sparkasse also supports the company sports associations and the IRUSPA association of former employees.

Promotion of women in management positions

Women account for 60% of Berliner Sparkasse's workforce. Female employees are represented at all levels in management positions, but are underrepresented in the two upper management levels. Berliner Sparkasse considers the promotion of women in management positions to be an area for development and has drawn up a plan to promote women in order to increase the share of women in qualified specialist and management positions as well as in the higher remuneration groups in the medium to long term.

A family-friendly corporate culture, including part-time options, flexible working time models and a mentoring programme for women, help to further increase the share of women in management positions.

To promote women with a focus on increasing their share at 2nd and 3rd management and specialist levels, we have set targets based on the Act on Equal Participation of Women and Men in Management Positions in the Private and Public Sector' (*Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen in der Privatwirtschaft und im öffentlichen Dienst*) and are promoting corresponding specialist and management careers with a range of individual personnel development measures and development plans. Berliner Sparkasse aims to achieve a 40% share of women by 30 June 2027. These target values were already achieved in 2023 (41% for 2nd level, including double band, 40% for 3rd level).

Developments in recent years (equal treatment of specialist and management roles) increasingly show a shift in positions from management to specialist roles at 3rd level. This is in line with Berliner Sparkasse's strategic personnel development in the sense of the career house that enables equal, permeable development paths up to 3rd level, expressly promotes the senior specialist career and no longer sees management as the only career option. The established 'ProductOwner' function in customer and product management is an example of this. In the course of the reorganisation, women in particular deliberately opted for a senior specialist position. That being said, it was decided that specialist and management positions will be classified as equivalent and equal to each other. This is a building block for future structural and organisational adjustments at the company and cultural change.

→ **Certifications and initiatives**

Diversity among employees and managers	Number Total	Gender			Age		
		Male	Female	Diverse	< 30 years	30-50 years	> 50 years
Total employees (including apprentices and trainees)	3,349	1,379	1,970	No data	520	1,023	1,806
Board members	4	3	1	No data	0	1	3
Managers	391	220	171	No data	0	142	249

Controlling bodies and owners	Total	Male	Female	Diverse	< 30 years	30-50 years	> 50 years	
Advisory Board		9	5	4	0	0	4	5
Supervisory Board		20	17	3	0	1	2	17

Percentage of women by hierarchy level	Value
Female employees (excluding trainees/dual students)	60%
Female managers	44%
Female Management Board members	25%
Female Advisory Board members	44%
Female Supervisory Board members	15%

H16 Health and well-being

Promoting health and safety at the workplace

Berliner Sparkasse offers a comprehensive range of services to promote the health of its employees. These measures are supported at Berliner Sparkasse by ergonomically equipped workplaces, vaccination programmes (influenza) and time off for preventive medical check-ups, preventive services such as ergonomic advice and flexible working time models. In addition to regular training on assault prevention, the company's psychological service also offers modular de-escalation training courses for sales employees (at branches). Berliner Sparkasse has concluded company agreements with the works council, for instance, on the health-related topics of working hours, hazard assessment (physically/technically/psychologically), mobile working, in-company integration management, lunch provision as well as mobility, equality and inclusion.

An external institute provides independent psychological and social advice, including the provision of family and care support, for managers and employees in difficult personal life situations. Managers and employees are offered various health-related seminars and presentations. 'Healthy leadership' is a regular component of management trainee programmes. All information on health-related topics is summarised in the health portal. The company sports organisation offers a wide range of sports in more than 20 disciplines and is thus one of the largest company sports organisations in Berlin.

Berliner Sparkasse collects and analyses data on sickness-related absences on an ongoing basis. In 2023, the sickness rate totalled 7.80%.

Procedures for company integration management are laid down in a company agreement. Severely disabled persons, persons with equivalent status and employees who are at risk of impairment due to illness can seek advice on all matters from the representative body for severely disabled persons. The company medical service supports and advises Berliner Sparkasse and its employees on all medical issues relating to occupational health and safety as well as accident prevention at the workplace. The occupational safety specialist also provides support and advice on occupational safety and accident prevention. Risk assessment is a full-scale exercise and covers both workplace inspections (focussing on physical and technical aspects) and interviews with employees (focussing on psychological aspects). The procedures are laid down in a company agreement.

During the course of the reporting year, the Covid-19 pandemic weakened significantly, allowing protective measures to be relaxed or lifted. Should a pandemic situation arise again due to new virus variants or other pathogens, we feel well prepared for this on the basis of our comprehensively updated pandemic plan and in cooperation with our company medical service, and thanks to the opportunities for mobile working and the experience we have gained.

Sickness-related absence rate	Value
Sickness-related absence rate	7.80%

Health promotion	Measures	Number	Users
Organisational anchoring of health promotion	Health management		All employees
Company medical service	Eye health, ergonomics, infection protection and hygiene		All employees
Company sports programmes	Badminton, basketball, body workout, bowling, fitness gymnastics, football, golf, gymnastics, canoeing, skittles, running, qigong, cycling, sailing, squash, dancing, tennis, table tennis, volleyball, yoga, Zumba	> 20	All employees
Workplaces with ergonomic equipment		All workplaces	
Canteen with organic and vegetarian options		1	

Basic principles and framework conditions for reconciling work and family life

A family-friendly company policy is an important concern for Berliner Sparkasse. We are fully committed to family-friendly working conditions. This includes promoting a culture of collegiality with consideration for family requirements as part of a team-orientated work organisation.

Women and men are to be given better opportunities to align their careers with the needs of family life. They should be encouraged to invest time in the family. Specific measures are also in place to promote the care of relatives.

Measures to balance work and family life

Berliner Sparkasse has created a variety of measures and offers as the necessary framework conditions to enable its employees to harmonise the different demands of work and family life.

All employees have access to flexible working time arrangements, mobile working, part-time work, job sharing – even in management positions – flexible working time for parents, support with childcare during holidays and qualified placement support from Fürstenberg Institute to help them balance work and family life. Our employees can also take a sabbatical subject to operational requirements.

Berliner Sparkasse also supports employees with flexible arrangements and individualised offers in different phases of life, for instance, during the parental phase, when caring for relatives or in emergency situations.

Input from employees from feedback formats or employee surveys helps us to identify areas where action is needed and where we have to continue our efforts to further improve the work-life balance. In the reporting year, for instance, the possible share of mobile work was increased to 60% and the offer for mobile work from abroad was introduced.

Berliner Sparkasse is committed to a family-conscious corporate culture and in 2023 again received the seal of participation for the 'Success Factor Family' (Erfolgsfaktor Familie) initiative of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

Use of parental leave	Total number	Men	Women	Diverse
Employees who take advantage of family-friendly part-time offers (excluding partial retirement)	915	133	782	No data
Employees on parental leave	41	1	40	No data
Return after parental leave				

H17 Professional development/lifelong learning

Basics of training and professional development

Berliner Sparkasse attaches great importance to well-trained employees and promotes lifelong learning and the further development of professional and personal skills. Mastering the transformation processes triggered by the change in values and culture, demographic developments, digitalisation and sustainability is a high priority for Sparkasse.

The wide range of training and further education opportunities offered in cooperation with partners from Sparkassen-Finanzgruppe opens up long-term career prospects for our employees at both specialist and management levels of our institution. Innovative instruments and measures are additionally available to meet specific needs.

A particular focus is on qualification for cross-channel customer service – in person on site, digitally or by telephone. To this end, we use the training programme offered by the regional savings bank academy NOSA (Nord-Ostdeutsche Sparkassenakademie) in Potsdam. This also provides employees with valuable networking opportunities with colleagues from other savings banks in the association.

Berliner Sparkasse is one of the largest training companies in Berlin with a wide range of opportunities for school leavers and university graduates. Qualified training as a bank clerk with additional qualifications specialising in real estate or insurance includes training in sales and bank-specific skills as well as personal development. In addition, the 'Bachelor of Arts – banking specialist' dual study programme is offered in cooperation with the Berlin School of Economics and Law (HWR).

Berliner Sparkasse provides its trainees with digital devices for the duration of their initial training. Berliner Sparkasse is making a contribution to environmental protection by digitising training contents and the associated savings of paper documents.

After completing their training, employees can qualify as a 'savings bank specialist' at NOSA.

This can be followed by further training to become a 'savings bank business economist'.

In addition to initial training, Berliner Sparkasse offers a trainee programme for the direct entry of university graduates. External recruitment, especially of newcomers from other sectors for sales, is an increasingly important pillar of personnel recruitment. Employees interested in studying are supported by the student programme and receive financial assistance for their part-time studies.

In this way, we consistently and sustainably strengthen loyalty to the company.

Professional development measures

Our employees' training needs are continuously analysed in light of changing requirements, such as those resulting from digitalisation, changes to the range of products and services, regulatory requirements and, last but not least, changing customer behaviour. This results in the continuous updating of further training targets for individual employees, teams or the entire savings bank, which are pursued through internal and external training courses and seminars.

Berliner Sparkasse also offers its employees many modern formats for professional development and knowledge transfer. E-learning programmes which are either developed by the bank itself and/or adapted from external sources, for instance, in the area of 'digital fitness' or 'sustainability', supplement the standard training courses resulting from the regulatory requirements.

The increasing relevance of 'sustainability' is also reflected in the expansion of related training programmes.

In the reporting year, almost all employees underwent mandatory basic sustainability training. Further specialised sustainability training courses are additionally planned for employees in the real-estate customers, corporate customers, company customers and back office segments, among others.

A pilot of the 'hybrid working and leadership' training programme will lead to a company-wide measure in 2024 to familiarise all teams with the requirements and working methods of the 'new work' era in a low-threshold and practical way and to create a uniform understanding of these requirements and working methods. Interactive events such as the tried-and-tested S-Campus with internal and external speakers support knowledge transfer and networking among employees. HELIX, a joint product from Perbily GmbH, has established itself as a new standardised learning platform this year.

Furthermore, all employees had the opportunity twice in 2023 to find out about further development at Berliner Sparkasse in the new open 'market of opportunities' format under the motto 'Are you still thinking about it or are you already developing?' and to familiarise themselves with the full range of development opportunities on offer.

More than €3.3 million was invested in the training of 3,467 employees in the reporting year. On average, every employee at Berliner Sparkasse took advantage of six days of professional development in 2023. All employees systematically discuss their tasks, satisfaction, skills and development with their manager at least once a year as part of the 's dialogue'.

This firmly implemented dialogue format at eye level is used to exchange information on training needs and development opportunities and to plan specific training measures.

Satisfaction with professional development opportunities at the savings bank is also surveyed as part of the employee survey. 58% of the employees surveyed were satisfied with the professional development opportunities offered to them by their savings bank, 56% of those surveyed were also satisfied with their personal development opportunities at the savings bank.

The employees' comments on the open questions also make it possible to identify specific causes and opportunities for improvement. The following offerings were, for instance, established in 2023: A new central point of contact for individual advice regarding professional development opportunities to complement the responsible managers as the 'first HR developers on site' was established, financial allowances for learning material for junior staff were increased and accommodation costs are paid for NOSA study courses lasting several weeks to enable employees to network within the savings banks.

Participation in professional development programmes	Total number
Participants in professional development programmes	3,467
Person days for professional development	19,941
Participants in scholarship programmes (internal)	12
Investments in training and professional development	Value
Total expenditure on training and professional development (in €1,000)	3,316
Average annual number of days for training and professional development per employee	6 days
Employee satisfaction	Value
Employee satisfaction with professional development opportunities	58%
Employee satisfaction with development opportunities	56%

Scale: 1-100 points, 100 points = very satisfied

Corporate governance

H18 Standards of conduct for employees

Legal framework

Social and political demands on financial institutions in terms of transparency and cooperation to prevent money laundering and corruption have increased further in recent years. This also means stricter regulatory requirements, which focus not only on efficient monitoring of all financial transactions and intensification of internal risk management, but also on continuous dialogue with and between the various stakeholders (supervisory bodies, owners, Management Board, employees, customers, service providers and the general public) as part of a systematic improvement process.

The corresponding requirements for financial service providers are laid down in the following laws and guidelines, among others:

- Capital Requirements Regulation (CRR)
- German Banking Act (KWG, *Gesetz über das Kreditwesen*)
- German Securities Trading Act (WpHG, *Gesetz über den Wertpapierhandel*)
- German Money Laundering Act (GwG, *Gesetz über das Aufspüren von Gewinnen aus schweren Straftaten*)
- German Commercial Code (HGB, *Handelsgesetzbuch*)
- Minimum Requirements for Risk Management (MaRisk, *Mindestanforderungen an das Risikomanagement*)

Statutory regulations are the basis for the written rules of Berliner Sparkasse that contain a large number of specific requirements for good and responsible corporate governance as well as for the binding, reliable and legally compliant behaviour of employees both internally and externally.

Values and guidelines for action

Responsible corporate governance requires not only legally compliant but also ethically sound behaviour. The management bodies must be aware of the importance of Sparkasse's role in society and need to consider the interests of its stakeholders as well as the interaction of business activities with societal and ecological aspects and take these factors into account in their management and monitoring of the company's interests. To this end, the corporate strategy, risk management and internal control system should take sustainability-related aspects into account alongside economic objectives.

All members of the executive bodies are obliged to serve the interests of Berliner Sparkasse and may not pursue any personal agendas in their decisions. The Management Board acts as an important role model, encouraging employees to behave fairly and in accordance with the law. One of the tasks of company management is to codify appropriate rules of conduct, also in the form of compliance guidelines for employees.

In the spirit of common good orientation and Berliner Sparkasse's self-image, the standards of behaviour for employees are also based on key values: Responsibility, reliability, trustworthiness, transparency and integrity are integral parts of our mindset. In addition, respect for social and ecological sustainability as well as willingness to cooperate, respect and tolerance are integrated into Berliner Sparkasse's understanding of values.

Berliner Sparkasse does not tolerate harassment, discriminatory behaviour or discrimination on the grounds of race or ethnic origin, gender, religion or ideology, disability, age or sexual identity.

This is linked to the respect and protection of human rights. This attitude characterises both the way we work together internally and our dealings with customers, business partners, the public and other stakeholders and is a clear commitment to the European community of values and the basic democratic order.

With this in mind, all employees are obliged to treat personal and company-related data with utmost sensitivity and to protect it from misuse. Business secrets are protected and treated in strict confidence at Berliner Sparkasse. It is ensured that relevant information is only made available on a need to know basis.

In addition, all employees are obliged to comply with the relevant capital market regulations, in particular, the ban on insider trading. Unfair competition methods such as calls for boycotts or agreements with competitors, suppliers and other companies with an impact on the competitive situation are also expressly prohibited. Unfair granting of advantages, bribery and market manipulation are prohibited and corresponding processes and guidelines have been implemented to prevent such conduct. This includes the appropriate and transparent handling of gifts and benefits. Conflicts of interest must therefore be avoided as a matter of urgency, or at least disclosed transparently if they nevertheless arise in day-to-day business.

Procedures for guiding action in such situations are set out in Berliner Sparkasse's policies and are regularly communicated, also on the basis of compliance guidelines for employees.

The ethics policy describes the values, principles and methods that characterise Sparkasse's business conduct. It includes the obligation for fair, ethical and legally correct conduct in relation to customers, sales partners, service providers and other market participants. The ethics policy therefore forms the basis for our business activities. It serves to secure and increase the value of the company and strengthens Berliner Sparkasse's most important asset – its reputation.

→ [Ethics policy](#)

Standards of conduct for employees	Status
Business strategy of Berliner Sparkasse	Implemented
Ethics policy	Implemented
Berliner Sparkasse's declaration on commitment to human rights and the environment in its supply chains and in its own business area	Implemented

H19 Compliance and anti-corruption

Assessment of risks in the area of combating corruption and bribery

As financial institutions, savings banks are subject to special legal regulations to prevent and combat criminal activities such as money laundering, financing of terrorism, fraud, corruption, insider trading, market manipulation, white-collar crime and other criminal offences. Rules on data protection and embargo regulations/financial sanctions must also be complied with. Berliner Sparkasse is expressly committed to the goal of combating illegal activities.

The compliance division takes precautions and detailed countermeasures to ensure that actions comply with legal requirements in order to prevent financial and reputational damage to Berliner Sparkasse and its customers. Regular inventory and assessment measures regarding legal regulations and requirements with the association's support enable potential compliance risks to be identified. The divisions are informed of new legal developments.

Instruments to combat corruption and bribery

We expect our employees to act in accordance with the law at all times, i.e., to comply with both external and internal rules and laws. The compliance division is responsible for monitoring these requirements. It is independent of operational business, has extensive powers and unrestricted access to information.

The compliance division also identifies potential conflicts of interest and checks compliance with the internal rules of conduct. This specifically includes compliance with internal regulations and the ethics policy.

It also supports and advises the Management Board on compliance with legal requirements. The compliance division reports to the Management Board both annually and on an ad hoc basis. The information is forwarded to the internal audit department and the Supervisory Board.

We cultivate a culture of compliance at our company. All employees specifically affected by certain issues are made aware of the preventive measures defined by Sparkasse in the above-mentioned areas as part of regular compliance training. In addition, employees are informed about compliance with the rules of conduct under capital market law.

In order to avoid compliance violations, all employees are encouraged to contact their managers, the specialist departments or the compliance divisions with their questions and information. In order to detect irregularities at an early stage, a confidential (so-called whistleblower system) avenue has been set up.

Berliner Sparkasse ensures that its employees and external third parties are given the opportunity to report anomalies and violations of policies and laws within Sparkasse and by business partners or customers and offers protected written and verbal reporting channels for this purpose. Strictly confidential treatment of the information is assured. To ensure neutrality and personal safety, reports can also be made anonymously.

→ [Ethics policy](#)

Implementation of compliance	Status
Compliance department	Implemented
Compliance officer	Available
Communication and training on combating corruption	Regularly
Compliance report to the Management Board and Supervisory Board	Annually
External compliance report	No reporting

Political representation of interests

Berliner Sparkasse is affiliated with Deutscher Sparkassen- und Giroverband e. V. (DSGV) in Berlin. DSGV represents the interests of Sparkassen-Finanzgruppe vis-à-vis government agencies and the public and organises the decision-making process within the Group.

It also determines Sparkassen-Finanzgruppe's strategic direction. To this end, its members and affiliated companies work together with DSGV to develop concepts for successful market activities. DSGV is responsible for the School of Finance and Management as the central training institution of Sparkassen-Finanzgruppe. Other joint organisations include the Foundation for Science (*Stiftung für die Wissenschaft*), Eberle-Butschkau Foundation and the Savings Banks' Foundation for International Cooperation (*Sparkassenstiftung für internationale Kooperation*). DSGV also manages the schemes designed to protect the institute under the Deposit Guarantee and Investor Compensation Act (EAEG, *Anlegerentschädigungsgesetz*) and the guarantee scheme of Sparkassen-Finanzgruppe as well as the guarantee fund of the giro centres and the guarantee fund of the building societies (*Landesbausparkassen*) of the federal states.

Berliner Sparkasse does not donate to political parties or politicians or to anti-constitutional, anti-democratic or inhuman organisations or associations of any kind.

Taxes

Taxes are the country's most important source of revenue to fulfil its sovereign tasks, in particular, the comprehensive provision of services of general interest for its citizens and therefore also serve to fulfil the tasks associated with the sustainable development of countries.

As a public-sector bank, Sparkasse takes full account of the applicable requirements under tax law in all relevant business activities and in all of its companies. Sparkasse complies with the applicable tax laws and regulations with regard to its own tax liabilities.

We communicate actively, transparently and constructively with the relevant tax authorities as required. Tax evasion is illegal and contradicts the corporate culture as well as the values and convictions of Berliner Sparkasse.

Communication

H2O Dialogue with stakeholder groups

Sparkasse's stakeholder groups

Savings banks were founded out of the civic motivation to enable as many people as possible to participate in the economy and thus in society. This means that a focus on the common good has been part of the self-image of these institutions since they were founded more than 200 years ago.

Berliner Sparkasse's stakeholder groups are derived from its societal mission. People, companies, districts and neighbourhoods in Berlin should benefit from Berliner Sparkasse's business activities. We define the stakeholder groups relevant to Berliner Sparkasse as follows:

Stakeholder groups

Customers Business partners

Employees

Owners (German savings banks and their owners)

Local institutions (business, authorities, press and academia)

Stakeholders in civil society (associations and clubs, non-governmental organisations, social institutions)

General public (citizens)

Advisory Board of Berliner Sparkasse

Supervisory Board

ECB competent supervisory authority

SRB competent regulatory authority

Communication with stakeholder groups

Berliner Sparkasse, like the majority of its employees, is rooted in the Berlin region. As part of its business activities and commitment for society, and as a credit institution with local roots, it is in constant dialogue with its customers, its owners, the Berlin Senate, the business community, social institutions and the citizens of Berlin.

Various formats are used for interaction and dialogue with stakeholder groups. To date, they have often not been formalised in terms of sustainability, but cover a wide range of topics that are essential for the future-enabled economic and social development of the region.

Dialogues with employees

Berliner Sparkasse owes a significant part of its success to its committed employees. This is why dialogue between employees and input from colleagues are particularly valuable. In addition to the annual voluntary employee survey, which does not currently include any specific questions regarding sustainability, many dialogue rounds were conducted in 2023 in which employees were able to participate and which also focused specifically on ESG topics at Berliner Sparkasse. As part of the culture days, for example, employees were given the opportunity on two occasions to engage in direct dialogue with parts of company management and the sustainability project. The current status of the sustainability implementation project was communicated in several dialogue rounds which employees were able to attend as part of a video conference.

We also communicate with our customers via various channels. A comprehensive customer survey is conducted every two years, for instance, which also includes questions regarding the perception of Berliner Sparkasse with regard to sustainability.

On the other hand, complaints management actively contributes to internally implementing customer suggestions for improvement and potentially also to incorporating suggestions for sustainability. In accordance with the Berlin Savings Banks Act, the Advisory Board was formed at Sparkasse to advise Berliner Sparkasse on matters of general business policy, including sustainability issues. In the 2023 reporting year, the Advisory Board met twice to report on the current implementation status of both regulatory requirements and Berliner Sparkasse's own ambitions.

Through events and publications, Berliner Sparkasse engages in dialogue with representatives of Berlin's business community and interest groups such as the Chamber of Industry and Commerce (IHK) and the Association of Berlin Merchants and Industrialists (VBKI, *Verein Berliner Kaufleute und Industrieller e. V.*). One example of this is a presentation as part of IHK Berlin's webinar series on 'EU Taxonomy Compact: New Conditions for Loans and Funding for SMEs', which also provided an opportunity to address questions from entrepreneurs. In addition, two management representatives were interviewed by the VBKI magazine on the implementation of regulatory sustainability requirements and were thus able to comment on issues of concern for entrepreneurs in Berlin.

Materiality test

Berliner Sparkasse is planning to intensify its stakeholder dialogues in 2024 and will use them even more specifically to discuss sustainability aspects in future.

The results of employee surveys, customer surveys and internal expert assessments so far collected have been incorporated into the materiality test as a basis. We also use this dialogue to further develop our business policy, our product range and our social initiatives.

There is still room for improvement with regard to the public perception of Berliner Sparkasse as a sustainable company, so that customer perception of this aspect has now also been included as a key performance indicator in the business strategy. In addition, Berliner Sparkasse is planning to place more emphasis on the bank's sustainability activities in its external communications in 2024. The aim is to make it easier for the various stakeholder groups to also act as multipliers and improve the perception of Berliner Sparkasse as a sustainable financial institution.

Products

Sustainable investment products

P1 Sustainability-orientated investment products

Sustainability-orientated investment products

As a regional credit institution, Berliner Sparkasse offers citizens access to financial services. This includes offering investment products with sustainability features which can either have a direct impact on all three ESG pillars (environmental, social and good corporate governance) or focus exclusively on ecological parameters. Alternatively, ESG strategy products with consideration of PAI's (Principal Adverse Impact) can also be selected. These take into account one or more of the following categories in the investment strategy: greenhouse gas emissions, biodiversity, water, waste, social issues and employment.

With the investment products of its product partners (in addition to main product partner Deka, other companies of Sparkassen-Finanzgruppe and third-party providers), Berliner Sparkasse offers a range of investment funds (such as bond, equity and mixed funds, property funds, ETFs) as well as bonds and certificates with sustainability features. Product solutions can be offered depending on risk appetite and liquidity requirements. As part of investment advice, the sustainability preferences of customers are also queried and taken into account when selecting and recommending a suitable financial instrument.

Customers who process their securities transactions online can independently purchase investment products with sustainability features for their online securities account.

The monetary volume of investment products with sustainability features totalled €1.256 billion in 2023 (previous year: €1.047 billion), corresponding to 28.0% of total securities investments (previous year: 31.1%).

In the 2023 reporting year, new investments included investment products with sustainability features totalling €280.4 million (previous year: €300.7 million), corresponding to around 42% of total securities investments (previous year: 50%).

→ [Berliner Sparkasse/sustainable investment](#)

Sustainable own issues

Our refinancing structure is very strongly characterised by customer deposits (share in refinancing of around 72%). In comparison, own issues play a subordinate role in Berliner Sparkasse's refinancing mix.

As part of MiFID II implementation, Berliner Sparkasse has decided not to issue any own issues to private customers. The target market for our own issues is made up exclusively of institutional clients and suitable counterparties, so that any governance conflicts with regard to the treatment and special protection of private investors are ruled out.

The currently outstanding subordinated issues (around €0.4 billion) and uncovered issues (non-preferred senior and preferred senior, together around €0.9 billion) serve exclusively to meet regulatory requirements. These funds are not required to refinance our lending business, they are expensive from a business perspective and are raised solely to manage KPIs and due to existing requirements of supervisory and regulatory authorities.

We rely on our Pfandbriefe as an anchor product for the pure management of the liability structure where BSK has been a regular issuer in the sub-benchmark segment since 2015. As per 31 December 2023, Pfandbriefe in circulation amounted to around €4.3 billion.

Even though we have not yet issued a Pfandbrief with express utilisation of proceeds as a green bond or social bond, our outstanding Pfandbriefe have positive ESG elements in line with the refinanced cover pools.

- **Stability and security:** Pfandbriefe are traditionally a safe and stable form of investment that contributes to the long-term stability of the financial market.
- **Promoting the real economy:** Pfandbriefe make it possible to provide funds for long-term investments in real estate and infrastructure projects. This supports the real economy by providing funding for construction and infrastructure projects as well as housing construction. While public-sector Pfandbriefe primarily refinance the infrastructure of Berlin's public companies, mortgage Pfandbriefe are involved to a large extent in the refinancing of private, cooperative and social housing in Berlin/Brandenburg.
- **Social impact:** Financing real estate projects via Pfandbriefe has a positive social impact, especially when it supports the creation of affordable housing. As per 31 December 2023, our cover pool for mortgage Pfandbriefe comprised residential properties totalling €4.2 billion, including €1.6 billion in financing for municipal and cooperative housing companies that create affordable housing.
- **Long-term perspective:** Our Pfandbriefe generally have longer maturities, so that long-term projects can be financed.
- **Transparent structures:** Our Pfandbriefe are based on clear and transparent structures, so that investors can understand the underlying assets and risks. Transparency promotes investor confidence.

The above-mentioned aspects can be verified via the transparency information that we regularly publish on the Internet as required in section 28 of the Pfandbrief Act (PfandBG, *Pfandbriefgesetz*).

Securities prospectuses and terms and conditions, which we use to create transparent structures and issue standards, are also available online.

As part of the further development of our refinancing activities and sustainability management, Berliner Sparkasse is, at the time of writing this report, working on a project that will enable us to issue our own green and social bonds with express use of funds in the future. The currently rapidly changing regulatory environment (taxonomy, EU Green Bond Standard) will also be taken into account and any potential conflicts (greenwashing issue) will be safely ruled out through a judicious, sound and unrushed approach.

- [Cover register](#)
- [Securities prospectuses](#)

P2 Products to strengthen social self-provision

Promoting savings among the population is the founding idea of Berliner Sparkasse and one of its central tasks. The vast majority of our customers make provisions by saving regularly: During the reporting year, more than €454 million was invested at Berliner Sparkasse in 30,808 medium and long-term, regularly fed savings products.

Customers are also increasingly focussing on fund savings plans for retirement provision and capital formation. Depending on personal wishes, goals and risk appetite, long-term capital can be built up with savings amounts from as little as €25 per month. A total of 111,719 securities savings contracts were held at the end of the reporting year. Customers can also select funds and ETFs with sustainability features for asset accumulation via savings plans. This private (retirement) provision supplements income in retirement and reduces the pension gap.

Customer advice services also address questions of protection against private emergencies and cover for life risks. The range of insurance solution products includes real estate insurance for household items, liability and residential buildings as well as occupational disability, accident and life insurance.

Sustainable loan products

P3 Loans for ecological purposes

Energy independence is an essential key to maintaining prosperity in Germany and Europe. The war in Ukraine and the associated energy crisis clearly show that climate protection and economic stability go hand in hand.

The conversion of energy supply to renewable energies and the parallel reduction of energy consumption are the next major challenges for the economy. Berliner Sparkasse is eager to support the transformation towards a CO₂-neutral economy.

The granting of KfW promotional loans is linked to clearly defined lending guidelines and can therefore be analysed precisely. In 2023, around €150 million in promotional loans was granted, including €103 million related to ESG.

The use of funds for environmental protection, energy and resource efficiency or renewable energies is not yet systematically recorded at Berliner Sparkasse, so that it is not possible to quantify the volume of loans for ecological purposes. Sparkassen-Finanzgruppe is looking to introduce a standardised procedure for recording loans with ecological purposes.

Loans for environmental protection, energy and resource efficiency

Berliner Sparkasse supports energy-efficient refurbishment projects and the reduction of emissions in private and commercial buildings as well as CO₂ reduction in manufacturing companies. We have made promotional loans available through Kreditanstalt für Wiederaufbau (KfW) for energy-efficient refurbishment, environmental protection as well as energy and resource efficiency.

Transformation financing for medium-sized companies

In future, entrepreneurial action and climate protection need to work together. The technical assessment criteria of the EU taxonomy, which came into force on 1 January 2022, define the standards for sustainable economic activities. In the coming years, compliance will become a key factor for access to capital and the competitiveness of companies.

As a financial partner, Sparkasse advises its SME customers on these key future issues in the area of corporate financing. Ecological support programmes are an important component of this. This includes, for instance, KfW's promotional programme titled 'Climate Protection Campaign for Companies' which is a low-interest loan for investments in measures to reduce, avoid and eliminate greenhouse gas emissions based on the technical criteria of the EU taxonomy for sustainable management. The loan programmes of the Federal Government and KfW are continuously adapted to the economic and financial situation in Germany and the EU. Selecting suitable products from KfW and the regional federal state development organisations in Berlin and Brandenburg for the respective project is an essential part of advising SME customers.

P4 Loans for social purposes

Financing municipal and social public facilities

The basis for quality of life and economic prosperity is modern infrastructure in the Berlin metropolitan region. In addition to good transport links and fast Internet, this includes public facilities such as schools, libraries, sports centres and healthcare facilities. One of the focal areas of Berliner Sparkasse are healthcare facilities and hospitals for which loans and commitments totalling around €348 million were provided from our own funds, including €120 million in the 2023 reporting year alone.

In addition, further funds were made available for a wide range of municipal and social projects, such as the creation of affordable housing, the expansion of broadband and communications infrastructure, the refurbishment of public buildings, schools and educational facilities and the construction of daycare centres and hospitals.

Financing living space

The affordability of housing poses particular challenges for people on low and medium incomes. Providing affordable housing is also one of the most urgent tasks in Berlin and Brandenburg. As a savings bank, we advise and support our customers when buying, building or remodelling their own homes or owner-occupied flats.

We also incorporate low-interest public funding programmes such as the KfW Home Ownership Programme (*KfW-Wohneigentumsprogramm*), the Climate-friendly New Construction – Residential Buildings Programme (*Programm Klimafreundlicher Neubau – Wohngebäude*) and the Residential Building Loan Programme (*Wohngebäude Kredit*).

Demographic change requires major efforts in housing construction, but also in investment in public and private buildings in order to improve accessibility and facilitate intergenerational living. Berliner Sparkasse is a partner for private customers planning to remodel their house or flat to make it suitable for the elderly.

Advice/services with a sustainability component

P5 Access to financial services

Berliner Sparkasse is committed to ensuring access to modern banking services.

Our branch network and personal advice are linked to Sparkasse's Internet branch, mobile applications and contactless payment methods. Our employees remain an important success factor and contribute not only their digital expertise but also their social skills in their contact with customers.

Basic financial services for economically weaker private individuals

By managing basic accounts, Berliner Sparkasse enables every consumer (with a legal residence in the EU), regardless of personal situation, income, age or nationality, to maintain a current account and thus to participate in cashless payment transactions. The basic account is managed on a credit basis so that no debt is possible.

Of the 1,442,171 private current accounts held in the reporting year (as per 12.2023), 123,328 were basic accounts (as per 12.2023).

Branch network and digital access channels

With 108 advisory centres (staffed locations), Berliner Sparkasse is personally accessible everywhere in the business region.

Customers visiting one of these sites are primarily looking for qualified advice. The network of branches will be adapted to changing customer needs and significantly upgraded branches will be created in terms of advisory options and quality.

ATMs, deposit and withdrawal machines and other self-service devices are available at a total of 245 locations (previous year: 249).

Two Sparkasse buses are on the road as mobile contact points for basic products and services in neighbourhoods in Berlin. The 'red desk' offers advice on basic products and services on the premises of neighbourhood centres or cooperation partners.

As a savings bank, we are our customers' life and business companion in both the analogue and digital worlds. The Sparkasse Internet branch and other software applications offer customers a digital basis for all financial transactions.

Due to changing customer needs and increasingly digitalised everyday life since the Covid-19 pandemic, digital contacts increased significantly again in 2023. For example, 924,095 customers (previous year: 921,881) also conducted their banking transactions online or via mobile banking.

Use of Berliner Sparkasse's digital and mobile payment services is growing continuously. These include contactless payments with a physical card and with the digital Girocard in the smartphone. More and more customers are using the 'Mobile Payment' or 'Apple Pay' app.

Our Sparkasse apps offer efficient and, above all, secure solutions that we supplement with personal advice via digital channels. The 'Sparkasse' app has become the most important avenue for many customers to access their savings bank.

In 2022, this offering was expanded to include the new 'Sparkasse Business' app as Sparkassen-Finanzgruppe's first mobile offering for business and commercial customers who do their banking themselves.

In addition to using the S-Corporate Customer Portal and the business centres with local advisors, they can now use the app to keep track of their accounts, transactions and transfers anytime and anywhere, including accounts with other banks if they wish.

The electronic mailbox provides a platform for customers to communicate electronically with their savings bank and some of its associated partners. This is agreed when concluding the framework agreement for participation in the online banking/corporate customer portal. We are continuously working to increase the use of the electronic mailbox and regularly run campaigns to make our customers aware of this digital communication option.

Account statements and other documents are securely stored digitally and can be accessed at any time via online banking, thereby saving time, costs and paper.

S-Trust is a password and document manager that offers a digital storage solution for passwords and documents. Using S-Trust eliminates the need for conventional notepads and not only helps to reduce paper consumption, but also provides maximum security for the data stored. This is ensured by strict compliance with international ISO security standards and operation on German servers.

Basic financial services for economically weaker private individuals	Number
Total private current accounts	1,442,171
<i>Of which:</i> Basic accounts	123,328
Branch network and digital access channels	Number
Branches (staffed)	108
Mobile branches	2
Self-service branches	70
Total self-service devices (ATMs)	829
<i>Of which:</i> ATMs	508
<i>Of which:</i> Self-service terminals (including account statement printer function)	321
Online/mobile banking users	924,095
Installations of the Sparkasse apps	635,500

P6 Offers for disadvantaged population groups

Berliner Sparkasse is committed to its responsibility for the people in the region. Fair partnership also means not excluding anyone from modern financial services. Our products and services must be equally accessible to every customer.

Language services

In order to integrate people with language barriers into Berlin's social and business life, BSK provides a lot of information in various languages, including English, Turkish, Arabic, Russian and Ukrainian. Advisory services are also offered in various languages if required. As the capital city's savings bank, Berliner Sparkasse sees this as its mission, and the 'Sparkasse' app is also available in German, English, Turkish, Czech and Polish and, since 2022, also in Ukrainian.

Accessibility

Step by step, Berliner Sparkasse is also expanding barrier-free access to its branches, self-service devices, the website and the entire range of advisory services. 98 branches are already largely accessible for wheelchair users. There, as well as at another 30 self-service branches, ATMs and self-service terminals are fully or partially accessible. The nearest location – including information on barrier-free facilities and opening hours – is shown in the branch search on sparkasse.de or in the Sparkasse apps.

Online banking for smartphones and PCs is also largely barrier-free. It is easy to use and also supports screen readers, for example. In addition, information materials on the financial services offered are available as 'easy read' documents. 'Easy read' explanations are available to all customers on the savings banks' central nationwide portal.

→ [Easy read: Money transactions explained simply | Sparkasse.de](#)

Accessibility at Sparkasse	Number
Fully or partially barrier-free locations with ATMs	128
<i>of which:</i> accessible for wheelchair users	128
Assistance for the visually impaired 'ATMs with voice control'	508

Products with a regional and local impact

P7 Loans for the regional population

Berliner Sparkasse is a financial partner for people in Berlin.

In the 2023 reporting year, we provided new loans totalling around €773 million for natural persons (both self-employed and not self-employed), including €641 million for private construction financing.

Sparkasse is not only a financial partner for larger investments such as buying a home, it also provides loans for smaller private expenses via its partner S-Kreditpartner GmbH (SKP).

Lending brings with it great responsibility. Customers are advised in a way that ensures that their income and expenditure situation remain sustainable. If customers get into payment difficulties, for instance, due to an unforeseeable emergency, we provide prudent and responsible support. Our advisors are also available at very short notice in such situations to check what options are available to mitigate the emergency.

P8 Loans for regional business stakeholders

Loans for regional business stakeholders

Last year, Berliner Sparkasse provided commercial loans for small and medium-sized enterprises and the self-employed in the Berlin region. As already during the pandemic, securing liquidity was often a crucial prerequisite for small and medium-sized enterprises to continue processing orders in 2023, a year characterised by the war in Ukraine, high energy prices and inflation.

Sparkasse therefore also secured the companies' ability to operate by providing working capital loans (current accounts, unrelated to construction projects) totalling €1.74 billion.

Promoting innovation in the SME sector

Strengthening innovative capacity and resilience is an important basis for the success of the sustainable transformation. Sparkasse provides targeted support to SMEs in the development and market launch of innovative products and services as well as in the implementation of larger innovation projects. It thereby makes an important contribution to strengthening the competitiveness of regional companies.

→ [Information brochures: Financing for companies](#)

Promotion of international business

As a credit institution with regional roots, Berliner Sparkasse also supports its customers in their international business. With the help of the 'Europa Service' of Sparkassen-Finanzgruppe, we inform and advise SME customers on important issues relating to the European single market, its economic and legal implications and the implementation of EU funding programmes.

Corporate customers with more intensive international business activities receive advice on the conditions for investments in more than 40 countries.

The S-Country Desk supports corporate savings bank customers in their international business and provides foreign contacts, financing partners and contact points. Thanks to these personal relationships with partners abroad, enquiries from companies can be processed in an unbureaucratic and results-orientated manner.

P9 Promotion of business start-ups

Promoting business start-ups is part of Berliner Sparkasse's societal mission. As the principal bank, we reviewed 605 business plans during the reporting year. We financed a total of 217 start-ups with €15,024,000, including 178 new start-ups and 39 takeovers of existing companies. These loans were refinanced via promotional banks or from Sparkasse's own funds.

As a savings bank, we provide founders with holistic, long-term advice. A personal business start-up advisor accompanies the first steps from the review of the business plan to the implementation of start-up financing. Berliner Sparkasse also supports the company's subsequent development phases with a personal advisor and suitable financing. We also support founders with market information and through our networks and partnerships in the region.

Berliner Sparkasse is committed to promoting young entrepreneurs and young academic talent in a variety of ways. In addition to promoting financial literacy, for instance, through the stock market simulation game, Berliner Sparkasse is actively involved in the German Entrepreneur Award for students. Berliner Sparkasse is also closely involved in promoting Berlin's higher education and university landscape. This can be seen in the promotion of professorships, as well as support for research contracts. We are thereby strengthening entrepreneurial spirit and innovative power in Germany.

P10 Loans for the local infrastructure

Financial partner for municipal companies

Berliner Sparkasse maintains long-term customer relationships and is a financial partner for financing infrastructure investments, particularly in the area of public services.

Due to the high proportion of fossil fuels, energy and heat supplies are generally associated with increased sustainability risks. The transformation towards sustainable electricity and heat generation, which is largely carried out by municipal utilities, poses major financing challenges for companies and their shareholders.

Our energy supply sector portfolio totalling €1.3 billion is almost exclusively made up of municipal utilities. In the 2023 reporting year, investments totalling €140 million were financed here.

Sparkasse also finances public water collection, treatment and supply, and sewerage (NACE codes E 36/37) with a volume of €624 million and support activities for transportation for public services of general interest (NACE code H 52.2) with a volume of €611 million, of which €40 million was invested in drinking water supply and sustainable transport infrastructure (electric passenger transport system) in the 2023 reporting year.

Initiatives

Climate protection

I1 Promotion of environmental and climate protection projects

The effects of climate change and our resource-intensive lifestyle are already having clear consequences for the economy, society and biodiversity. The current shift towards an environmentally friendly, resource-conserving and socially balanced economy and lifestyle will bring about significant changes. Berliner Sparkasse sees it as its social mission to support local people and companies in the transformation to a more sustainable society. Berliner Sparkasse is therefore also one of the signatories of the 'German savings banks' voluntary commitment to climate-friendly and sustainable business' (*Selbstverpflichtung deutscher Sparkassen für klimafreundliches und nachhaltiges Wirtschaften*). On this basis, we are actively committed to achieving the goals of the Paris Agreement for the entire economy. As Berliner Sparkasse, we want to help change the economy and thus improve climate protection.

Promotion of environmental projects

As Berliner Sparkasse, we are actively committed to protecting our natural resources. Our overarching goal is to promote the sustainable change in awareness in the region. In the 2023 reporting year, we supported regional initiatives and projects for environmental protection and nature conservation, such as projects to promote biodiversity, climate protection, a renaturalisation project and tree planting campaigns.

The 'Telling tree stories' project of the 'aufBuchen e. V.' association aims to educate children and young people with regard to the complex relationships between water, soil, sun and forests by planting trees and turning their experiences into stories. This project is a cooperation between 'aufBuchen e. V.', Schule am Falkplatz and the 'Vereinigung junger Freiwilliger e. V.' association. Its volunteers are trained by 'aufBuchen e. V.' and pass on their knowledge to the students, who then plant, visit and care for the trees and begin to tell their 'tree stories'.

Another environmental project worthy of mention is the cooperation with the German Horticultural Society 1822 e. V. (*Deutsche Gartenbau-Gesellschaft 1822 e. V.*) and its 'Thousands of Gardens – Thousands of Species' campaign. Berliner Sparkasse supports the project not only financially, it also acts as a multiplier and provides sowing areas on the roof of Berliner Sparkasse at Alexanderplatz. Berliner Sparkasse's event centre at lake Wannsee is becoming a green oasis for biodiversity.

Berliner Sparkasse also supports its three foundations which serve as facilitators for measures that have a direct impact on the local population.

Promotion of local climate protection concepts

The Federal State of Berlin has committed itself to becoming climate-neutral by 2045. As a regionally focussed company, Berliner Sparkasse will help the federal state to achieve this goal. Our future focus on environmental projects for Berlin is also in line with this purpose. However, this does not mean that our commitment in other areas such as social issues, science funding, etc. will be neglected.

As a first step in this direction, Berliner Sparkasse is supporting the Global Goals Initiative, which aims to bring Expo 2035 to Berlin. One of the goals of this initiative is to make Berlin a lighthouse of sustainability. A clear roadmap has been drawn up for this with Berlin to achieve all UN sustainability goals by 2035. To this end, 50 lighthouse projects will initially be selected for immediate implementation. To achieve this, these projects will benefit from accelerated approval procedures, among other things. This initiative offers Sparkasse an additional opportunity to help shape the future of our city with many strong partners and to promote the ambitious goal set by the Global Goals.

- [Proof of signing the voluntary commitment](#)
- [More information on environmental commitment](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	11	78,701

Examples of projects funded by Berliner Sparkasse

Wild growth in daycare centres (Deutsche Gartenbau Gesellschaft e. V.)

Zoo school (Zoo and Tierpark)

Reforestation project (Forest in Berlin)

Climate tour of Berlin's districts (Wirkhaus Berlin)

Deutsche Gartenbau-Gesellschaft 1822 e. V.

Support services by Berliner Sparkasse's foundations	Total number	Funding volume in €
Initiatives funded	5	41,853

Examples of projects funded by Berliner Sparkasse's foundations

aufBuchen e. V.

Junge Tüftler gGmbH

12 Promotion of sustainable mobility

Mobility and accessibility are key prerequisites for participation, economic exchange, employment and prosperity in our society. At the same time, the current transport system is associated with heavy environmental pollution. Noise and exhaust gases are often harmful to health and impair the quality of life in a wide variety of areas. Sustainable development in the region is therefore also closely linked to the question as to how we want to ensure our mobility locally and at the same time minimise emissions.

Demographic change is also taking place in Berlin. Almost 20% of Berliners are now aged 65 and over. Against the backdrop of demographic change and a much more mobile way of working since the Covid-19 pandemic, the development of needs-based, resource-saving and yet affordable mobility has become a basis for the existence of functioning infrastructure in the region. The aim is to enable a high level of mobility for everyone and at the same time reduce the volume of traffic and minimise emissions.

Digital technologies offer a great opportunity to organise mobility in a new and environmentally friendly way. Bike and car sharing, for example, are already alternatives to owning a car in cities. With apps for digital timetable information and carpooling booking options, using public transport and combining different modes of transport is becoming increasingly convenient.

Future-enabled concepts for the region

In many places in our region, we are already working on sustainable transport concepts, strengthening local public transport, reducing private transport and fostering practical use of alternative drive systems such as electric mobility.

Berliner Sparkasse promotes environmentally friendly mobility of its employees and integrates digital forms of work into its work processes. The aim is to reduce the environmental impact of transport-related emissions, conserve natural resources and promote health.

Berliner Sparkasse promotes the use of public transport for its employees' private journeys and business appointments through subsidised company tickets for public transport and bicycle leasing. The company ticket is used by 57% of employees.

Berliner Sparkasse is expanding its successful cooperation on company bicycle leasing and bringing mobility directly to companies in Berlin and their employees. It arranges bicycle leasing for corporate customers. With Deutsche Leasing's 360° mobility solution, Berliner Sparkasse also offers its corporate customers an all-round carefree package for financing e-mobility with the associated charging infrastructure.

Infrastructure

13 Economic and structural development

As a credit institution with regional roots, we can only be successful and provide quality services at reasonable prices for people and businesses if the region is doing well. This is all the more true as we are living in a time of multiple crises and challenges. That is why it is so essential to promote the living and working conditions of the local population through sustainable economic and structural development. We are helping to achieve this by working together with companies, institutions and citizens on the sustainable development of our region. In the 2023 reporting year, for instance, various projects were launched in the areas of science, future locations and the promotion of start-ups and culture.

At the same time, we provide impetus for a culture of sustainability. To this end, we contribute our expertise and experience to various committees, projects and networks in the region. We provide financial and human resources to support the establishment of structures that are necessary for a sustainable future. We are working on these important issues together with our sponsors and stakeholders in the region.

Promotion of regional training and further professional development initiatives

Promoting regional training and further professional development initiatives is extremely important. Small and medium-sized companies need well-trained specialists to ensure successful future development. As a partner to the business community, we are therefore committed to opening up potential for the regional labour market. In this way, Berliner Sparkasse is helping to maintain and improve the long-term economic and social prospects of the region.

This commitment includes the qualification of young people as future trainees with different educational backgrounds. To this end, the foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' specifically promotes activities by citizens for Berlin that give young people with educational problems the chance of a good education in the region.

The 'Schule-fertig-los' (ready – steady – school!) project organised by the Morus 14 association offers 30 young people tutoring and prepares them for their final exams in simulated exams. Courses on career guidance, life skills and mentoring complete the overall programme. The lessons are planned and carried out by eight student teachers and five mentors based on the teaching content of the schools. The participants live in the Rollberg neighbourhood, attend grades 9 to 13 and are aiming for a school-leaving qualification (vocational training maturity (BBR, *Schulabschlussreife*), intermediate school leaving certificate (MSA, *mittlerer Schulabschluss*) oder general higher education certificate (*Abitur*)) in order to actively shape their start in life.

Berliner Sparkasse is there to support young founders in particular in the further development of their ideas and innovations. To this end, it supports projects of Profund Innovation, a service organisation of Freie Universität Berlin (FU) for the promotion of business start-ups from within the university. Sparkasse supports students in their start-up projects, offers regular exchanges with start-up experts, arranges network partners and provides advice on financing and business planning.

Another joint activity with FU is the annual start-up prize. Berliner Sparkasse's start-up prize is endowed with €4,000 and awarded each year to a spin-off from Freie Universität Berlin. The start-up prize honours young companies that make the results of their research work accessible to a wide audience in practice.

In total, the foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' has provided €29,644.52 for the promotion of regional training and further education initiatives.

Promotion of entrepreneurial activity

As regional credit institutions, savings banks promote entrepreneurial activity in their respective business regions.

Against this background, Berliner Sparkasse provides companies in the region with up-to-date market information that companies would normally only be able to generate on their own with enormous effort and at a great expense. The industry service of Sparkassen-Finanzgruppe provides important core data and analyses on 70 sectors in Germany. We make this information available to our customers in Berlin as part of our comprehensive advisory service. We also promote the qualification of entrepreneurs with targeted programmes and use the strength of our partners in Sparkassen-Finanzgruppe. In the year under review, Sparkasse organised business events to provide further training on business management topics such as staff recruitment and retention, resilience factors and cyber security.

Successfully passing on the business to a successor is a challenging task for entrepreneurs wishing to retire from business life. The continuation of business activities and job security are just as important as the development of viable concepts and strategies for the successful transformation to sustainable forms of production or operations. Together with our partners and our network, we accompany the succession process, offer assistance in finding a successor and support the implementation of new sustainability measures.

In this way, Sparkasse promotes the economic stability of our region and assumes responsibility for local labour market and structural policy.

Promotion of innovative capacity in the region

Promoting innovation in the region is a key task of the savings banks. Activities to strengthen the innovative capacity of the regional economy range from financing individual projects and continuous support of capital-intensive innovation projects to the assumption of larger innovation and structural projects with a longer planning horizon, which Sparkasse realises in cooperation with consortium partners.

Beyond financing, the spectrum of funding measures ranges from knowledge transfer between education and research institutions and companies to funding start-ups in future-orientated industries, networking with other innovation drivers in the region, support for the 'German Start-up Prize' (*Deutscher Gründerpreis*) and the awarding of our own prizes.

We also work closely with Berlin University of Applied Sciences (HTW, *Hochschule für Technik und Wirtschaft*) to promote innovation in the region. The main aim is to support the start-up culture. The focus is on supporting HTW's InnoTechHub, an ecosystem for growth-orientated start-ups with a tech focus. Founders are supported throughout the entire implementation process of their start-up projects with tailored workshop programmes, among other things. Berliner Sparkasse actively contributes its expertise. It is a premium partner in the InnoTechHub competition for young start-up teams. Berliner Sparkasse supports the annual 'Long Night of Sciences'. Since 2001, this event has been attracting many interested citizens to take a look behind the scenes of scientific and science-related institutions in Berlin and Potsdam.

The cooperation with the 'Berlin Music Commission', the network of Berlin's music industry, also deserves special mention. The Berlin Music Commission (BMC) has been cooperating with Berliner Sparkasse since 2019. BMC's aim is to make both companies and stakeholders in the Berlin music industry fit for the future, to promote socio-political dialogue and to represent the interests of the industry in politics, business and the media. Berliner Sparkasse was also a partner of the 'listen to Berlin: Awards' in 2023. One of the award categories is 'sustainable management'. This award is lauded and presented by Berliner Sparkasse.

Berliner Sparkasse supports and advises around 8,000 companies in Berlin's media and creative industries. The team of experts has industry knowledge and was on hand to support creative professionals, especially during the difficult pandemic period.

Promotion of sustainable tourism structures

The tourism industry is an important economic factor for our capital city and creates numerous jobs. Berliner Sparkasse is helping to ensure that Berlin remains an attractive travel destination. We are actively committed to preserving places of interest and cultural heritage.

We also promote exhibitions and sponsor major sporting events.

The 2023 Special Olympics in Berlin were the biggest sporting event in Germany since the 1972 Olympic Games. 176 delegations with 6,500 athletes from all over the world came to Berlin for the Special Olympics at the end of June 2023. 18,000 volunteers were also part of the world’s largest inclusive sporting event. Employees of Berliner Sparkasse were able to support this event on a voluntary basis and were given up to three days off work for this.

- [More information on promoting the economy](#)
- [Further information on funding for junior professorships at FU](#)
- [More information on promoting HTW](#)
- [More information on promoting FU](#)
- [More information on promoting Berlin’s music industry](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	49	613,410

Examples of projects funded by Berliner Sparkasse

Business plan competition

Healthcare Innovator’s Bridge

Berlin Wirtschaftsjunoren

Clubcomission

Morus 14 e. V.

14 Promotion of demography projects

The changing age structure poses considerable challenges for regional stakeholders in many cities.

Data for the first half of 2023 shows that Berlin remains an attractive location with 3,866,385 people living. This figure is up by 0.4% compared to the previous year, with immigration from Germany and abroad being the main driver. In addition, integrating people with a migration background is an important social task.

Demographic change is also a key issue in our capital city. The average age is 42.7 years, with considerable differences between the individual districts: The ‘oldest’ districts are Steglitz-Zehlendorf (46.4 years) and Charlottenburg-Wilmersdorf (45.2 years). On the other hand, there are also districts with a very young population on average, first and foremost Friedrichshain-Kreuzberg (39 years) and Mitte (39.2 years). Differences also exist with regard to population structure and development in the various neighbourhoods.

Demand for residential space is rising and asking rents also increased by around 20% in the 2nd quarter of 2023 (compared with the 2nd quarter of 2022).

Creating affordable housing remains an urgent task for Berlin, especially since housing construction in 2023 fell significantly short of the targets set. A lack of living space is a major burden for the citizens of this city.

Berlin is an attractive, growing city. As a savings bank, we work together with regional partners and representatives of civil society to actively shape living, working, learning and ageing in our region and to promote positive coexistence. We contribute to the creation of affordable housing, finance daycare centres, senior citizens' facilities and multi-generational homes. Berliner Sparkasse also supports charitable organisations that are committed to intergenerational projects or the integration of immigrants from abroad, for example.

I5 Promotion of volunteering and participation

Sparkasse serves the people and the local economy. In addition to a strong economy and a good social and healthcare system, civic engagement is a key location factor for our region.

Promotion of civic engagement

Associations and private institutions characterise everyday life and create identity for many people. A functioning civil society strengthens social cohesion, enables a broadly diversified social life and contributes to security and prosperity. Volunteers are committed to helping other people. Whether the German Red Cross, welfare organisations, sports clubs, foundations or neighbourhood help: Civil society institutions thrive on the commitment and reliability of their volunteers and members without whose contribution the majority of such offers and services would not be possible.

In the 'Mirada Berlin gUG' association, young people from socially disadvantaged districts visit senior citizens with dementia for one school year. At weekly meetings, the young people play board games with the residents of dementia residential communities, go on excursions and support the carers. This promotes the civic engagement of the participants and also serves as preparation for possible vocational training in geriatric care.

In a world that is increasingly susceptible to crises caused by climate change, it is all the more important to recognise and strengthen this valuable work of civil society. It is our social capital when it comes to standing up for each other in the event of unforeseen events and emergencies and overcoming challenges together.

Strengthening volunteer work

Many of Berliner Sparkasse's employees are engaged in volunteer activities, such as local associations and organisations to improve the quality of life in our capital city. One example of this voluntary work and its importance for social life in the region is the annual 'Volunteer Month' in September.

In this hands-on campaign, employees are called upon to actively support social projects with the aim of combining corporate donations and personal commitment in a meaningful way. Since the campaign was launched in 2014, 800 employees of Berliner Sparkasse have already been actively involved in making the city a better place to live. As an employer, Berliner Sparkasse has also been supporting volunteer work since June 2023 by granting up to three working days' leave. In the 2023 reporting year, a total of 47 employees worked on 77 working days in voluntary projects. In 2023, Berliner Sparkasse supported this work of its employees with a corporate donation of up to €2,000 to each of the ten selected projects.

Promotion of citizen participation

Sparkasse considers sustainable economic activity in regional contexts and social participation to be important keys to sustainable development.

With the Roman Herzog Prize, Berliner Sparkasse promotes the values of cohesion and determined action, i.e., precisely those values that Roman Herzog stood for. The prize recognises projects or initiatives in Berlin that combine social commitment and entrepreneurship through their particular innovative strength and thus contribute to the further development of society and its cohesion. The projects should be of an exemplary nature and thus offer the potential to radiate throughout Germany. Each year, a jury selects three finalists from all the entries, from which the Board of Trustees of the Brandenburger Tor Foundation chooses the winner of the Roman Herzog Prize. Berliner Sparkasse honours the winner with prize money of €20,000 and the two other finalists with €5,000 each.

The ‘Gesellschaft für Gemeinsinn e. V.’ project focuses on strengthening the promotion of democracy and civic participation. The young people involved in this project develop ideas on social conflict issues, discuss the feasibility of these ideas and acquire research and media skills.

The foundation ‘Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin’ supported the topic of ‘Promotion of volunteering and participation’ with a total of €24,734.

- [More information on Volunteer Month](#)
- [More information on the Roman Herzog Prize](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	10	18,950

Examples of projects funded by Berliner Sparkasse		
Gemeinsinn e. V.		
‘Zwergenland’ daycare centre – EJF		
Berlin Hands e. V.		
Roman Herzog Prize		

Sparkasse Citizens’ Award	Total number	Funding volume in €	Users
Sparkasse Citizens’ Award	1	30,000	3 award winners
‘U21 engagiert’ (U21 committed)			

Education

I6 Promotion of financial literacy

To ensure lasting prosperity for all groups of the population, people need reliable, easy access to financial services and, above all, sufficient financial knowledge for everyday consumer decisions and for their personal financial future. Financial literacy has long since become a key skill for consumers.

Promotion of financial literacy

Promoting financial literacy and savings awareness is part of the savings banks' social mission.

We promote financial literacy among people of all ages and offer relevant information, services and advice for all phases of life. For example, Berliner Sparkasse maintains free 'KNAX and Start' accounts for 117,748 children and young people so that they can learn from an early age on how to handle money responsibly. Current accounts for trainees and students (up to the age of 25) are also free of charge. With its focus on monitoring income and expenditure, the free 'Finanzchecker' app also helps to raise awareness of the conscious handling of money and one's own financial status. Customised budget overviews and analyses can be created using the 'Web Budget Planner' online application, and the 'Finance Planner' can also be activated in the Sparkasse app.

The 'Money and Budget' (*Geld und Haushalt*) advisory service is available free of charge and supports private households with their budget and financial planning. A comprehensive, fine-tuned range of instruments is available to improve the safe handling of money and personal financial options. Avoiding unplanned debt is one key objective in this context. Our range of lectures is open to all non-commercial organisations such as associations, educational institutions, social organisations and others.

The principles of neutrality, freedom from advertising and transparency apply to the 'Money and Budget' advisory service when it comes to imparting financial literacy.

Brochures and presentations are complemented by a wide range of online offers for all consumers. In addition, 'Money and Budget' is committed to 'Education for Sustainable Development' (ESD) and thus to the implementation of Sustainable Development Goal (SDG) 4.7. In continuation of the award received from the German UNESCO Commission as a permanent measure as part of the UN Decade, 'Money and Budget' is now also involved in the ESD World Action Programme. The educational programmes offered by the advisory service aim to empower people to act in the interest of sustainable development.

Contributions to economic education

For decades, Berliner Sparkasse has been an educational partner to schools in the region. We are committed to our educational mission and support schools and other educational institutions in our business region in providing economic education. This commitment is educational in nature and takes into account neutrality, freedom from advertising and transparency.

Berliner Sparkasse offers students a wide range of educational programmes in the field of economics and provides relevant teaching materials. We supply teachers with a wide range of teaching materials via the 'Sparkasse School Service' (*Sparkassen-SchulService*). In addition to printed student books, this includes various online materials for teachers and students of all ages. The educational programmes are free of charge, neutral and free from advertising. They serve as orientation aids in the daily handling of money.

In 2023, 199 primary schools in Berlin were equipped with a total of 18,000 enrolment folders with play money and learning clocks. In addition to providing general financial education, Berliner Sparkasse also supports schools with a free class account, adverts in school newspapers, school festivals and other activities.

To give young people a hands-on insight into how the economy works, Sparkasse also offers them the opportunity to take part in the stock market simulation game. The game was developed by stock market experts in close cooperation with educationalists. Students from Berlin and trainees from Berliner Sparkasse form teams to trade securities at real stock market prices and thus acquire important basic knowledge about the stock market and shares. Travel and non-cash prizes can be won throughout Germany, as well as team prizes from Berliner Sparkasse for the most successful teams in Berlin. Participants receive answers to important questions about the economy in a clear and playful way: How are economic development and capital markets connected? What are sustainable investments? Why is sustainability so important? 1,178 participants from the region took part.

The free 'Kopfgeld' podcast from Berliner Sparkasse covers exciting topics that move young Berliners in the 37 episodes already published. These are, for example: What is an ETF? Which insurance do I really need? How do I finance my university studies and my first flat? We use the reach of this medium to communicate important financial information to young people in today's hectic world. The free 'KopfGeld-Magazin' also contains a lot of important information. Whether it's about starting a career, going to university or starting a family, we regularly publish helpful tips and interesting facts about money here.

The free 'Genius Money Island' game application, which is also available in the Metaverse, informs young people about various financial topics via an extensive game world. It can be explored with friends or alone. In cooperation with Mecodia, Berliner Sparkasse offers the 'Heroes Financial Education' programme.

In various game apps, students learn about financial instruments in practice using real-life examples and make financial decisions for their character.

17 Promotion of education and science

Good education is not only the basis for personal development prospects and economic prosperity. Easy access to educational programmes, well-equipped educational institutions and opportunities for lifelong learning are also the basis for good future prospects in tomorrow's knowledge society.

Promotion of education in the region

As a credit institution orientated towards the common good, we therefore promote activities that empower economic and social participation. This includes education and training programmes in the region that benefit people of all ages and income levels.

A well-known example is the 'Leisure and Recreation Centre' (FEZ-Berlin, *Freizeit- und Erholungs-Zentrum*). Berliner Sparkasse is sponsoring a city game for everyone aged 6 to 14, the so-called Fezitty. Children can try out more than 30 different professions, elect their city government and have a say. 'At work' in this city, children earn a specially created currency that can be spent on site. The play money is transferred to a digital bank account at FEZitty Bank and can be spent again on offers in the city. FEZitty Bank is provided by Berliner Sparkasse.

Up to 10,000 children are expected every year. In 2023, Berliner Sparkasse supported the project with €5,950.

Berliner Sparkasse and the Berlin Museum of Natural History began their successful collaboration back in 2018. Since 2019, they have also been connected as partners. Together, they are working to give Berliners a better understanding of scientific and economic topics. Fittingly, the name of the cooperation is 'Knowledge creates insight' (*Wissen schafft Durchblick*) and will continue at least until 2024. This was followed by a children's festival with more than 10,000 visitors and several event series. The museum also focuses on digital event formats. This allowed the popular 'Science in the Dinosaur Hall' series to continue during the pandemic. 2023 was not the first time that Berliner Sparkasse has invited children to a free children's festival at the museum, offering numerous hands-on activities and lots to discover.

In 2023, the Berlin Museum of Natural History received €357,000 in funding from Berliner Sparkasse.

In 2023, the foundation ‘Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin’ supported civic education projects with €101,500.

Promotion of science in the region

The cooperation between Berliner Sparkasse and Freie Universität Berlin (FU Berlin) deserves special mention. Together, we are determined to strengthen Berlin as a business location, promote Berlin’s economy and, above all, help young founders to get started. FU Berlin has been part of Berlin for more than 50 years and is one of the twenty largest universities in Germany.

As a partner of the university, Berliner Sparkasse particularly supports the Department of Economics and has been the founder of a junior professorship for ‘Digital Transformation and IT Infrastructures’ since 2017.

As a savings bank, we are a reliable partner to universities, universities of applied sciences and research institutions in the region. This is also the case for Humboldt University. It is the oldest university in our capital city and one of the oldest in all of Germany. Berliner Sparkasse is involved in the Humboldt University Society in an effort to connect Humboldt University with Berlin’s society and economy, helping to make the scientific work and findings from Humboldt University even more visible and tangible for Berliners. Berliner Sparkasse provides personnel support, but also participates in projects and events.

In line with the motto ‘Research – Help – Live’, ‘Berliner Sparkasse Foundation Medicine’ (*Berliner Sparkassenstiftung Medizin*) supports healthcare projects and medical research initiatives in Berlin. Revenue and donations are used for basic medical research and to develop of innovative medical procedures and aids for practical application in clinical patient care. In the past, it was mainly clinics, including Charité – Universitätsmedizin Berlin, that received funding. However, organisations such as Humboldt University, ACHSE, other foundations and SRH Berlin School of Popular Arts gGmbH also received financial support.

Further information on science funding can be found under the following links.

- [Our support for Freie Universität](#)
- [More information on the promotion of education](#)
- [More information on the promotion of science](#)
- [More information on the promotion of FEZ-Berlin](#)
- [More information on promoting the Berlin Museum of Natural History](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	102	419,654
Examples of projects funded by Berliner Sparkasse		
Endowed professorship of digitalisation at Freie Universität Berlin		
Endowed professorship of banking regulation at S-Finanzgruppe’s School of Finance and Management Valuable schools – writing competition		
Fezitty		
Berlin Museum of Natural History		

Funding services by Berliner Sparkasse's foundations	Total number	Funding volume in €
Initiatives funded	34	742,142.08

Examples of projects funded by Berliner Sparkasse's foundations

Charité – Universitätsmedizin Berlin

Humboldt University

die ACHSE

Social issues

I8 Promotion of social projects

Successful business activities also enable us to provide extensive support to social organisations in the region.

Promotion of social services and structures in the region

Berliner Sparkasse and its foundations support many important institutions in the region that contribute to strengthening a sense of community and social cohesion with a variety of programmes. This means that many people in personal emergencies can receive urgently needed help in their immediate vicinity.

One such organisation is ROTE NASEN e. V. (*RED NOSES*) For 15 years, 'RED NOSES clowns' have been visiting seriously ill children at Sonnenhof children's hospice run by the Björn Schulz Foundation in Berlin. The clowns work with music and invented stories, poems and songs. They bring a sense of normality, even in difficult times.

The foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' has been supporting both ROTE NASEN Deutschland e. V. and Sonnenhof children's hospice for many years.

The Silbernetz e. V. association fights loneliness and isolation in old age. It offers telephone support and arranges intergenerational contacts between young and old. The foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' supported the project in 2013 with €15,000.

Homelessness is also present in Berlin and is an important issue for young people too. According to the 'Federal Working Group for Homeless Assistance' (*Bundesarbeitsgemeinschaft für Wohnungslosenhilfe*), up to 3,000 adolescents and young adults in Berlin have no shelter. Straßenkinder e. V. is determined not to leave children and young adults in difficult situations alone. The organisation helps in all areas that can contribute to managed, safe living – from hot meals to finding a job. Since 2015, the services offered by Straßenkinder e. V. at the BOLLE children's and youth centre have also been aimed at refugee families. Parents can network with each other and children can socialise in language cafés. The foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' has been providing sustainable support for the work of this organisation for many years. In this way, not only needs-based projects such as the contact point or Christmas parties can be implemented, but also day-to-day work can be improved. Berliner Sparkasse also supports the German Red Cross heat bus as part of its neighbourhood assistance programme. During the winter months, the German Red Cross Berlin offers cold weather assistance for the capital city's homeless.

In addition to its regional activities, Berliner Sparkasse was also on hand internationally in 2023 to provide aid to alleviate natural disasters such as the terrible earthquakes that happened in Turkey and Syria. With the help of the foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin', it was possible to organise local help for people on the ground and support important projects with €40,300.

Promotion of integration

Diversity of opinion and the integration of people with different origins and diverse cultural backgrounds are important cornerstones for social cohesion and the success of Berlin as a business location. Equal opportunities in terms of access to education, work and social participation are an important prerequisite for successful integration and contribute to growth and prosperity for us all.

One example of this is our participation in the Berlin Inclusion Award. Berliner Sparkasse has added another award category here for companies that offer exemplary training places for people with disabilities. This award is financed by the Federal Association for Self-help of People with Physical Disabilities (BSK, *Bundesverband Selbsthilfe Körperbehinderter e. V.*), because good education is the start to an independent and self-determined life and thus enables participation.

We also support the integration work of institutions such as Straßenfeger e. V., Solwodi – Berlin e. V., Pfeffersport e. V. and many others in the region. Funding from Sparkasse and the foundation ‘Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin’ enabled important projects to be realised.

In addition to the projects it has supported in Berlin for many years, Berliner Sparkasse has also been breaking new ground since 2023. With the aim of spreading the savings banks idea around the world, it is now also involved internationally and has taken on a partnership for a project of the German Sparkassenstiftung for International Cooperation (DSIK) in Latin America.

This project aims to help Venezuelan refugees in Peru, Ecuador and Colombia to integrate. Due to the desolate economic and unstable political situation, more than 7.5 million people have now fled to neighbouring countries, posing major challenges for the refugees, the local population, financial institutions and authorities. The project is funded by the German Federal Ministry for Economic Cooperation and Development and will initially run until the end of 2025. Thanks to our extensive experience with the integration of refugees in Berlin, we can share our knowledge as part of the cooperation.

The project is still in its infancy, and initial collaborations with financial institutions and local associations have been agreed. Experts have already been able to pass on their expertise on various HR topics. Further specialist input will also be provided in 2024 – at digital events, discussions between Berliner Sparkasse experts and project members or during short-term visits by Berliner Sparkasse employees to Latin America.

Support for debt counselling centres

→ [More information on funding of social projects](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	174	839,044

Examples of projects funded by Berliner Sparkasse
Ronald McDonald Houses
Blindenhilfswerk Berlin e. V.
DRK heat bus
Solwodi – Berlin e. V.
Straßenfeger e. V.

Support services by Berliner Sparkasse's foundations	Total number	Funding volume in €
Initiatives funded	20	207,369.39

Examples of projects funded by Berliner Sparkasse's foundations
Franciscan monastery in Pankow (soup kitchen)
RomaniPhen e. V.
ROTE NASEN e. V.
Silbernetz e. V.
Straßenkinder e. V.

Culture

19 Promotion of regional cultural offers

As a credit institution orientated towards the common good, we are committed to ensuring that all citizens in the region have access to a wide range of cultural and leisure activities in 2023. Berliner Sparkasse supported 75 projects with total funding of €824,239. Our foundations have made an additional contribution totalling €560,947 for this important topic.

Around 20,000 professional artists live in the capital city, and a further 160,000 people are employed in the cultural and creative sectors.

The cultural offering in the capital is very large and the international diversity is probably unique in Germany. In order to maintain this, Berliner Sparkasse regularly promotes and supports regional cultural programmes.

Singing and making music together and promoting participation in culture and the arts for children and young people of all backgrounds is one of the focal points of the cooperation between Komische Oper Berlin and Berliner Sparkasse. One very special project is Berlin Sing Along, a sing-along concert that takes place every year with more than 1,000 children at Komische Oper Berlin. Cooperation with Komische Oper Berlin also includes the opera scouts, a programme for young people aged 16 and over.

The open-air summer cinema at Kranzler Eck Berlin is a long-standing project as part of our social commitment to cultural diversity and participation. For ten years now, the advertising association of the tenants based in Kranzler Eck has been inviting people to enjoy an open-air cinema in the passage between Kurfürstendamm, Kantstraße and Joachimsthaler Straße. With Berliner Sparkasse's support, blockbusters from past years flicker across the 32-square-metre big screen on ten evenings. To ensure that visitors can enjoy the cinema hits free of charge, Berliner Sparkasse covers a proportion of the costs for licence fees, insurance, the public order office and logistics.

A culture of remembrance and commemoration is a very important social concern. With its 'Memorial on Site' (DMAO, *Denk Mal Am Ort*) project, the Kubin e. V. association has since 2016 been commemorating people who were marginalised, persecuted, deported and murdered in Berlin during the Nazi era. Today's Berliners commemorate these people in the places where they lived at the time: their former flats, houses, courtyards, gardens or places where they studied and worked. Contemporary witnesses and relatives of those persecuted by the Nazi dictatorship from all over the world travel to Berlin with family photos and documents to commemorate their family history at authentic locations. The foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' supported the project with €13,000.

Another cultural programme has been launched via Kulturverein Berlin e. V., specifically, the 'Children's Culture Month' (*KinderKulturMonat*) project. In cooperation with cultural institutions of all artistic disciplines throughout the city, a free programme of workshops, guided tours, performances and exhibitions is offered for children. Bundling the low-threshold activities in one month provides a clear overview and increases public awareness. The project has been supported by the foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' for several years and once again received €13,000 in 2023.

- [More information on the promotion of regional cultural offers](#)
- [More information on the Brandenburger Tor Foundation](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	75	824,238

Examples of projects funded by Berliner Sparkasse

Sing Along, multi-faceted opera, children's choir of Komische Oper Berlin

'Grand Cinema' (*Großes Kino*) of the Prussian Cultural Heritage Foundation
(*Stiftung Preussischer Kulturbesitz*)

German Publishers and Booksellers Association (Book Festival)

Kranzler Eck open-air summer cinema

Support services by Berliner Sparkasse's foundations	Total number	Funding volume in €
Initiatives funded		531,985.57

* The Max – Artists in Residence at Primary Schools programme can be classified as both educational and cultural support. Artists set up their studio in a school, receive a grant and work with the students in the spirit of aesthetic education.

Examples of projects funded by Berliner Sparkasse's foundations

Max – Artists in Residence at primary schools of Brandenburger Tor Foundation *

Denk Mal Am Ort (DMAO) by Kubin e. V.

Kulturverein Berlin e. V.

Sport

110 Promotion of regional sport offers

Promotion of health and social cohesion

Sport promotes a healthy lifestyle and responsible social interaction, it creates community, and conveys social values such as passion and diversity, commitment, reliability, team spirit, fair play and tolerance.

For this reason, Sparkassen-Finanzgruppe is committed to supporting popular sport in all regions of Germany with a variety of promotional approaches and concepts. People in Berlin can practise almost all sports in numerous clubs. More than 2,400 clubs are supported through cooperation with the Berlin Federal State Sports Association (*Landessportbund*) and Berliner Sparkasse. We also support programmes and initiatives for more exercise.

One example of this is the partnership with Jungfüchse Berlin. Under the motto 'Young, wild, strong', Berliner Sparkasse has been supporting the Füchse Berlin youth teams as an official partner since 2015. Together, the club and Sparkasse aim to strengthen the next generation of handball players and ensure that young people can train under the best possible conditions. As the main partner of the Füchse club, Berliner Sparkasse is omnipresent. It not only boosts the club's finances through jersey and banner advertising, it also promotes the youth teams and handball in Berlin through various content concepts.

Füchse Berlin's youth work, which is also supported by Sparkasse, is among the best in Germany and has been honoured as 'Excellent Youth Work with a Star' for 13 years in succession. The successful collaboration with Berliner Füchse is set to continue in the future. Helping the young teams to find a balance between sport and school, especially in the run-up to final school exams and during the handball season, is particularly important for the future of young handball players. In addition to focussing on the professional handball players of tomorrow, the cooperation is particularly visible at youth tournaments. The Berliner Sparkassen Cup is held in Berlin-Reinickendorf and is known far beyond the borders of Berlin as the largest German handball youth tournament. However, Berliner Sparkasse is not only a partner of Füchse Berlin, it also supports youth tournaments, talent shows and holiday camps for talented young handball players in our city. In addition to being an important economic partner, Sparkasse's large network is also a source of advice and ideas.

Other major clubs in our city are BR Volleys and Sport Club Charlottenburg e. V. (SCC). With more than 8,000 members, SCC is one of the five largest sports clubs in Berlin. As an exclusive financial partner, Berliner Sparkasse specifically supports SCC's work with children and young people and covers all costs for participation in the 'Talent Nest' coach licence.

Thanks to this cooperation, courses are made possible, registrations can be managed and all staff and instructors remunerated – all without any financial burden for the volunteer candidates for the coach licence. In addition, Berliner Sparkasse provided all coaches with first aid kits last year.

But the professionals in the Bundesliga are also profiting, in the truest sense of the word, from their cooperation with Berliner Sparkasse. With the so-called 'score bonus', the BR Volleys team regularly earns non-cash prizes for its own youth department. Promoting young sporting talent in Berlin has been close to Berliner Sparkasse's heart for many years. That is why it is also committed to neighbourhood sports clubs, supports the search for talent at Berlin schools and is committed to the top athletes of tomorrow at Berlin's elite sports schools.

Berliner Sparkasse also supports young sports talent with its 'Young Sportsman/Sportswoman of the Month' award. Every month, the Senate Department for Education, Youth and Family, supported by Berliner Sparkasse, presents the young sportswoman or young sportsman of the month. The choice is an additional motivation for the Olympic squad of tomorrow to pursue their sporting careers alongside school and training.

Initiated by the Berlin Federal State Sports Association, the Berlin Olympic Training Centre and the Senate Department for Education, Youth and Family, the selection of Berlin's top sporting talents is made possible by Berliner Sparkasse and is endowed with a total of €1,500.

Another successful sponsorship is that of Pfeffersport e. V. The 'Kiezkicker*innen – football for girls inclusively and without stereotypes' project is about sporting opportunities without reservations. The club supports the inclusion of disadvantaged children and young people in more than 300 sports groups, making it the largest children's and inclusion sports club in Berlin. The foundation 'Stiftung Berliner Sparkasse – von Bürgerinnen und Bürgern für Berlin' supported inclusive sports groups with diverse girls (with and without disabilities, wheelchair users, children with visual or motor disabilities, children with a migration background) with €12,500. As part of major events, Berliner Sparkasse sponsors the 'S 25 Berlin Run' and the biggest sporting event in Berlin for 50 years, the Special Olympics 2023.

Strengthening the role model function

For young people, families with children and older people, sport is an important part of social life and serves to integrate citizens. It is therefore important to us to ensure a wide range of sporting activities for people of all ages in the region. Everyone needs role models, even in sport. As a savings bank, we therefore support top-class sport in the region. As a company that takes social commitment very seriously, disabled sport is also part of Berliner Sparkasse's support for sport in Berlin.

Everyone needs role models, even in sport. As a savings bank, we therefore also support top-class sport in the region. Berlin's Olympic Training Centre (OSP, *Olympiastützpunkt Berlin*) is regarded as a training ground for the sporting metropolis of Berlin. Around 700 athletes are supported by training scientists, physicians, physiotherapists, sports psychologists and social scientists. Berliner Sparkasse is an official sponsor of Berlin's Olympic Training Centre. Common goals include the promotion of young talent and support for professional training in a dual career during the long-term performance development of the athletes.

To ensure that as many Berliners as possible – regardless of age, gender, social background, etc. – can enjoy sport and exercise, the many volunteer coaches in the city are irreplaceable. In addition to the targeted sports promotion of clubs through neighbourhood promotion, Berliner Sparkasse is also generally committed to promoting voluntary work.

→ [More information on promoting regional sport offers](#)

Funding services by Berliner Sparkasse	Total number	Funding volume in €
Initiatives funded	117	918,928

Examples of projects funded by Berliner Sparkasse

Landessportbund Berlin

SCC Juniors/BR Volleys (promotion of young talent)

Berlin Braves (promotion of young talent)

Füchse Berlin Reinickendorf e. V. (promotion of young talent)

Election of young athlete of the month

Support services by Berliner Sparkasse's foundations	Total number	Funding volume in €
Initiatives funded	1	12,500

Examples of projects funded by Berliner Sparkasse's foundations

Pfeffersport e. V.

Annex

0. Summary of KPIs to be disclosed by credit institutions in accordance with Article 8 of the Taxonomy Regulation

		Total environmentally sustainable assets	KPI (****)	KPI (*****)	% recognition (of total assets) (***)	% of assets not included in the numerator of GAR (Art. 7 (2) and (3) and Annex V section 1.1.2)	% of assets not included in the nominator of GAR (Art. 7 (1) and Annex V section 1.2.4)
Main KPI	Stock green asset ratio (GAR)	223,669,823.10	0.48	0.51	0.41	48.75	14.10
		Total environmentally sustainable activities	KPI	KPI	% recognition (of total assets)	% of assets not included in the numerator of GAR (Art. 7 (2) and (3) and Annex V section 1.1.2)	% of assets not included in the nominator of GAR (Art. 7 (1) and Annex V para. 1.2.4)
Additional KPIs	GAR (additions)/(*****)	25,748,736.52	0.60	0.80	0.26	27.85	56.64
	Trading book (*)	-	-	-			
	Financial guarantees	8,326,000.00	0.28	0.79			
	Assets under management (AuM)	-	-	-			
	Fee and commission income (**)	-	-	-			

(*) For credit institutions that do not fulfil the conditions of Art. 94 (1) or Art. 325a (1) of the Capital Requirements Regulation

(**) Fee and commission income from services other than lending and AuM

Institutions disclose forward-looking information for these KPIs, including information in the form of targets, together with relevant explanations of the methodology applied

(***) % of assets covered for the KPI in relation to the banks' total assets

(****) based on the counterparty's turnover KPI

(*****) is based on the CapEx KPI of the counterparty, except for lending business; for general lending business, the turnover KPI is used

(***** Additional KPIs for inflows refer to inflow GAR or inflow total assets, not to stock GAR or stock total assets

Note 1: The following applies to all templates: Grey fields do not have to be filled in.

Note 2: The 'Fees and commission income' (template 6) and 'Trading book portfolio' KPIs (template 7) will not apply until 2026. SMEs are only included in this KPI after a positive result of a corresponding impact assessment.

In table '0. Overview of the KPIs to be disclosed by credit institutions in accordance with Art. 8 of the Taxonomy Regulation', the information on total environmentally sustainable assets and activities as well as the % coverage (of total assets) is shown on a turnover basis. Total environmentally sustainable assets amount to XY on a CapEx basis. The total environmentally sustainable activities amount to XY for GAR (inflows), XY for financial guarantees, and XY for assets under management. The % recognition (of total assets) is XY and XY for GAR (inflows)

GLB (continued) - bank loans

Breakdown by sector - NACE 4-digit level (code and name)	Sector 01		Sector 02		Sector 03		Sector 04		Sector 05		Sector 06		Sector 07		Sector 08		Sector 09		Sector 10		Sector 11		Sector 12		Sector 13		Sector 14		Sector 15		Sector 16		Sector 17		Sector 18		Sector 19		Sector 20	
	Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information		Non-financial corporations (subject to the disclosure of non-financial information)		SMEs and other NFCs that are not subject to the Directive on the disclosure of non-financial information	
	[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount		[Screen] carrying amount	
€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	€ million	Of which environmentally sustainable (ES)	
01	100	100																																						
02	100	100																																						
03	100	100																																						
04	100	100																																						
05	100	100																																						
06	100	100																																						
07	100	100																																						
08	100	100																																						
09	100	100																																						
10	100	100																																						
11	100	100																																						
12	100	100																																						
13	100	100																																						
14	100	100																																						
15	100	100																																						
16	100	100																																						
17	100	100																																						
18	100	100																																						
19	100	100																																						
20	100	100																																						
21	100	100																																						

1. Green transition: disclosure of this category information on exposure to the non-financial sector by the industry (NACE code). 2. Environmental: carrying amount NACE code according to the main activity of the counterparty. 3. The sector classification of a counterparty must be based exclusively on the direct counterparty. In the case of exposure entered into jointly by several debtors, the classification is based on the characteristics of the debtor that was most significant or more decisive for the institution when the exposure was granted. The allocation of jointly entered exposures in accordance with NACE code is based on the characteristics of the more relevant or more decisive debtor. The institution provides information on the NACE code in accordance with the breakdown required in the template.

Table 1: Exposed sectors - Break-Down

Breakdown by sector - NACE 4 digit level (code and name)	Climate Change (CC)		Pollution (P)		Circular Economy (CE)		Biodiversity (B)		Human Rights (HR)		Labour Rights (LR)		Anti-Corruption (AC)		Anti-Money Laundering (AML)		Other (O)	
	Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)		Of which environmentally sustainable (ES)	
	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))	€ million	(Of which environmentally sustainable (ES))
1 1001 Operator of gas and steam heating (excluding manufacture of air conditioning)	117	0																
2 1102 Electricity, cooling and district heating	1116	0																
3 2201 Manufacture of iron and steel	110	0																
4 2202 Manufacture of other metal products, excluding castings of iron or steel	110	0																
5 2203 Manufacture of metal structures and other metal products	110	0																
6 2204 Manufacture of metal furniture	110	0																
7 2205 Manufacture of metal machinery	110	0																
8 2206 Manufacture of metal tools	110	0																
9 2207 Manufacture of metal valves, gears and mechanical parts	110	0																
10 2208 Manufacture of metal machinery, parts and accessories	110	0																
11 2209 Manufacture of metal machinery, parts and accessories	110	0																
12 2210 Manufacture of metal machinery, parts and accessories	110	0																
13 2211 Manufacture of metal machinery, parts and accessories	110	0																
14 2212 Manufacture of metal machinery, parts and accessories	110	0																
15 2213 Manufacture of metal machinery, parts and accessories	110	0																
16 2214 Manufacture of metal machinery, parts and accessories	110	0																
17 2215 Manufacture of metal machinery, parts and accessories	110	0																
18 2216 Manufacture of metal machinery, parts and accessories	110	0																
19 2217 Manufacture of metal machinery, parts and accessories	110	0																
20 2218 Manufacture of metal machinery, parts and accessories	110	0																
21 2219 Manufacture of metal machinery, parts and accessories	110	0																
22 2220 Manufacture of metal machinery, parts and accessories	110	0																
23 2221 Manufacture of metal machinery, parts and accessories	110	0																
24 2222 Manufacture of metal machinery, parts and accessories	110	0																
25 2223 Manufacture of metal machinery, parts and accessories	110	0																
26 2224 Manufacture of metal machinery, parts and accessories	110	0																
27 2225 Manufacture of metal machinery, parts and accessories	110	0																
28 2226 Manufacture of metal machinery, parts and accessories	110	0																
29 2227 Manufacture of metal machinery, parts and accessories	110	0																
30 2228 Manufacture of metal machinery, parts and accessories	110	0																
31 2229 Manufacture of metal machinery, parts and accessories	110	0																
32 2230 Manufacture of metal machinery, parts and accessories	110	0																
33 2231 Manufacture of metal machinery, parts and accessories	110	0																
34 2232 Manufacture of metal machinery, parts and accessories	110	0																
35 2233 Manufacture of metal machinery, parts and accessories	110	0																
36 2234 Manufacture of metal machinery, parts and accessories	110	0																
37 2235 Manufacture of metal machinery, parts and accessories	110	0																
38 2236 Manufacture of metal machinery, parts and accessories	110	0																
39 2237 Manufacture of metal machinery, parts and accessories	110	0																
40 2238 Manufacture of metal machinery, parts and accessories	110	0																
41 2239 Manufacture of metal machinery, parts and accessories	110	0																
42 2240 Manufacture of metal machinery, parts and accessories	110	0																

1. Credit institutions disclose this template information on exposures in the main trading book to this sector covered by the taxonomy (NACE sector 4 levels), using the relevant NACE codes according to the main activity of the counterparty.
 2. The sector classification of a counterparty must be based exclusively on the direct counterparty. In the case of exposures entered jointly by several debtors, the classification is based on the characteristics of the debtor that was more significant or more decisive for the institution when the exposure was granted. The allocation of jointly entered exposures in accordance with NACE code is based on the characteristics of the more relevant or more decisive debtor. The institutions provide information on the NACE code in accordance with the breakdown required in the template.

1. GAR KPI stock – basis: turnover

- The institution discloses in this template the GAR KPIs on the loan book calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulae specified in this template.
- Information regarding the GAR (Green Asset Ratio of 'eligible' activities) must be accompanied by information on the proportion of total assets covered by the GAR.
- In addition to the information contained in this template, credit institutions may disclose the proportion of assets used to finance taxonomy-relevant sectors that are environmentally sustainable (taxonomy-compliant). This information would supplement the KPI data relating to environmentally sustainable assets in the
- The credit institutions duplicate this template for revenue-based and CapEx-based disclosures.

	Disclosure date 29 December 2023																																			
	Climate protection (CCM)			Adaptation to climate change (CCA)			Water and marine resources (WMR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and ecosystems (BE)			TOTAL (CCM + CCA + WMR + CE + PPC + BE)			Proportion of total recognised assets														
	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)																	
	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)																	
Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds		Of which transitional activities	Of which enabling activities												
GAR – Assets recognised in the numerator and denominator																																				
1	Loans and advances not held for trading, debt securities and equity instruments eligible for the calculation of GAR	11.11	0.48	0.06	0.00	0.04	0.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11.12	0.4	0.0	0.0	0.0	0.0	43.2	
2	Financial corporations	0.99	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6.7	
3	Credit institutions	0.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6.6	
4	Loans and advances	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.1	
5	Debt securities, including those for which the utilisation of proceeds is known	0.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5.9	
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
7	Other financial corporations	0.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.2	
8	Of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0	
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
10	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0	
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
12	Of which management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
14	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
16	Of which insurance companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
18	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
20	Non-financial corporations	0.69	0.18	0.06	0.00	0.04	0.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.3	
21	Loans and advances	0.52	0.15	0.06	-	0.02	0.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.9	
22	Debt securities, including those for which the utilisation of proceeds is known	0.16	0.03	-	0.00	0.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.4	
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
24	Private households	0.54	0.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34.7		
25	Of which loans collateralised by residential property	0.52	0.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	32.1		
26	Of which building renovation loans	0.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.6		
27	Of which motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
28	Financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0	
29	Housing finance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
30	Other financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
31	Collateral obtained through repossession: Residential and commercial properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0	
32	Total GAR assets	11.11	0.48	0.06	0.00	0.04	0.01	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0		

1. GAR KPI stock – basis: CapEx

- The institution discloses in this template the GAR KPIs on the loan book calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulae specified in this template.
- Information regarding GAR (Green Asset Ratio of 'eligible' activities) must be accompanied by information on the proportion of total assets covered by GAR.
- In addition to the information contained in this template, credit institutions may disclose the proportion of assets used to finance taxonomy-relevant sectors that are environmentally sustainable (taxonomy-compliant). This information would supplement the KPI data relating to environmentally sustainable assets in the
- The credit institutions duplicate this template for revenue-based and CapEx-based disclosures.

a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	za	zb	zc	zd	ze	zf																												
																															Disclosure date 29 December 2023																											
																															Climate protection (CCM)			Adaptation to climate change (CCA)			Water and marine resources (WMR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and ecosystems (BIO)			TOTAL (CCM + CCA + WMR + CE + PPC + BIO)									
																															Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)						Share of total recognised assets			
GAR - Assets recognised in the numerator and denominator																																																										
Loans and advances not held for trading, debt securities and equity instruments eligible for the calculation of GAR																																																										
1	11.15	0.50	0.06	0.00	0.05	0.01	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	43.1																												
2	Financial corporations	0.85	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8.4																												
3	Loans and advances	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0																												
4	Debt securities, including those for which the utilisation of proceeds is known	0.81	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5.6																												
5	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
6	Other financial corporations	0.03	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.1																												
7	of which investment firms	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0																												
8	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
9	Debt securities, including those for which the utilisation of proceeds is known	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0																												
10	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
11	of which management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
12	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
13	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
14	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
15	of which insurance companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
16	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
17	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
18	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
19	Non-financial corporations	0.76	0.21	0.06	0.00	0.05	0.01	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.3																												
20	Loans and advances	0.52	0.21	0.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.4																												
21	Debt securities, including those for which the utilisation of proceeds is known	0.24	0.06	-	0.00	0.05	0.00	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.6																												
22	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
23	Private households	0.54	0.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14.1																												
24	of which loans collateralised by residential property	0.52	0.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12.2																												
25	of which building renovation loans	0.02	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.5																												
26	of which motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
27	Financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.0																												
28	Housing finance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
29	Other financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
30	Collateral obtained through repossession: Residential and commercial properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																												
31	Total GAR assets	11.15	0.50	0.06	0.00	0.05	0.01	0.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.0																												

1. GAR KPI inflows - basic turnover

(1) The institution discloses in this template the GAR KPI on loan inflows (new loans on a net basis) calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulas specified in this template.
 (2) The credit institutions duplicate this template for revenue-based and CapEx-based disclosures.

%	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	za	zb	zc	zd	ze	zf																
																																Climate protection (CCM)		Adaptation to climate change (CCA)		Water and marine resources (WTR)		Circular economy (CE)		Pollution (PPC)		Biodiversity and ecosystems (BE)		TOTAL (CCM + CCA + WTR + CE + PPC + BE)			Proportion of total new assets recognised
																																Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			
																																Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	
GAR - Assets recognised in the numerator and denominator																																															
1	Loans and advances not held for trading, debt securities and equity instruments eligible for the calculation of GAR	100.00	7.33	-	0.00	1.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00	7.33	0.00	1.13	35.00											
2	Financial corporations	26.51	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26.51	-	-	-	17.00										
3	Credit institutions	24.62	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24.62	-	-	-	17.00										
4	Loans and advances	0.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.56	-	-	-	1.00											
5	Debt securities, including those for which the utilisation of proceeds is known	24.06	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24.06	-	-	-	15.00											
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
7	Other financial corporations	1.89	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.89	-	-	-	0.00											
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
10	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
12	of which management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
14	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
16	Of which insurance companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
18	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
20	Non-financial corporations	49.30	5.77	-	0.00	1.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	49.30	5.77	0.00	1.13	7.00										
21	Loans and advances	37.35	4.11	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	37.35	4.11	-	4.00											
22	Debt securities, including those for which the utilisation of proceeds is known	11.94	1.66	-	0.00	1.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11.94	1.66	0.00	1.13	3.00											
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
24	Private households	24.20	1.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24.20	1.56	-	-	10.00											
25	of which loans collateralised by residential property	24.00	1.56	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24.00	1.56	-	-	6.00												
26	of which building renovation loans	0.19	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.19	-	-	-	0.00											
27	of which motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
28	Financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
29	Housing finance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
30	Other financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
31	Collateral obtained through repossession: Residential and commercial properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
32	Total GAR assets	100.00	7.33	-	0.00	1.13	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00	7.33	0.00	1.13	100.00												

4. GAR KPI inflows - basic: CapEx

1. The institution discloses in this template the GAR KPIs on loan inflows (new loans on a net basis) calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulas specified in this template.

2. The credit institutions duplicate this template for revenue-based and CapEx-based disclosures.

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	za	zb	zc	zd	ze	zf																	
																																Climate protection (CCM)			Adaptation to climate change (CCA)			Water and marine resources (WTR)		Circular economy (CE)		Pollution (PPC)		Biodiversity and ecosystems (BIO)		TOTAL (CCM + CCA + WTR + CE + PPC + BIO)		
																																Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)		
																																Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)		
Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which enabling activities	Of which utilisation of proceeds	Of which transitional activities	Of which enabling activities																															
GAR - Assets recognised in the numerator and denominator																																																
1	Loans and advances not held for trading, debt securities and equity instruments eligible for the calculation of GAR	99.97	9.23	-	0.17	2.62	0.03	0.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00	9.2	-	0.1	2.4	35.5										
2	Financial corporations	23.58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17.5										
3	Credit institutions	21.78	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17.7										
4	Loans and advances	0.33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.4										
5	Debt securities, including those for which the utilisation of proceeds is known	21.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15.6										
6	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
7	Other financial corporations	1.80	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.8										
8	of which investment firms	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
9	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
10	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.4										
11	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
12	of which management companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
13	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
14	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
15	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
16	Of which insurance companies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
17	Loans and advances	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
18	Debt securities, including those for which the utilisation of proceeds is known	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
19	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
20	Non-financial corporations	53.38	7.75	-	0.17	2.62	0.03	0.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7.5										
21	Loans and advances	35.32	3.91	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4.2										
22	Debt securities, including those for which the utilisation of proceeds is known	17.86	3.84	-	0.17	2.62	0.03	0.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3.3										
23	Equity instruments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-										
24	Private households	23.01	1.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10.0										
25	of which loans collateralised by residential property	22.83	1.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6.6											
26	of which building renovation loans	0.88	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0.1											
27	of which motor vehicle loans	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
28	Financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
29	Housing finance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
30	Other financing of local authorities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
31	Collateral obtained through repossession: Residential and commercial properties	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-											
32	Total GAR assets	99.97	9.23	-	0.17	2.62	0.03	0.03	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	100.00										

1. **KPI off-balance sheet exposures – basis: turnover**

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	aa	ab	ac	ad	ae		
	Climate protection (CCM)					Adaptation to climate change (CCA)					Water and marine resources (WFR)				Circular economy (CE)				Pollution (PPC)				Biodiversity and ecosystems (BIO)				TOTAL (CCM + CCA + WFR + CE + PPC + BIO)					
% (compared to the total eligible off-balance sheet assets)	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					
	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)				Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					
	Of which utilisation of proceeds		Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds		Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds		Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds		Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds		Of which transitional activities		Of which enabling activities			
1 Financial guarantees (FinGAr KPI)	2.94	0.28	-	0.00	0.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
2 Assets under management (AuM KPI)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

1. The institution discloses in this template the KPIs for off-balance sheet exposures (financial guarantees and AuM) calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulas specified in this template.
 2. Institutions duplicate this template to disclose the stock and inflow KPIs for off-balance sheet exposures.

5. KPI off-balance sheet exposures – Inflow – basis: turnover

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	z	aa	ab	ac	ad	ae					
	Climate protection (CCA)			Adaptation to climate change (CA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and ecosystems (BIO)			TOTAL (CCA + CA + WTR + CE + PPC + BIO)																	
% (compared to the total eligible off-balance sheet assets)	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)								
	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)								
	Of which utilisation of proceeds			Of which transitional activities			Of which enabling activities			Of which utilisation of proceeds			Of which transitional activities			Of which enabling activities			Of which utilisation of proceeds			Of which transitional activities			Of which enabling activities			Of which utilisation of proceeds			Of which transitional activities			Of which enabling activities		
1. Financial guarantees (Financial KPI)	0.24																																			
2. Assets under management (AUM KPI)																																				

1. The institution discloses in this template the KPIs for off-balance sheet exposures (financial guarantees and AUM) calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulae specified in this template.
 2. Institutions duplicate this template to disclose the stock and inflow KPIs for off-balance sheet exposures.

5. KPI off-balance sheet exposures – stock – basis: turnover

	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	za	zb	zc	zd	ze	
	Climate protection (CCA)			Adaptation to climate change (CCA)			Water and marine resources (WTR)			Circular economy (CE)			Pollution (PPC)			Biodiversity and ecosystems (BIO)			TOTAL (CCA + WTR + CE + PPC + BIO)												
% (compared to the total eligible off-balance sheet assets)	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)			
	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)			Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)						
	of which utilisation of proceeds	of which transitional activities	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities	of which utilisation of proceeds	of which enabling activities
1 Financial guarantees (FINANCIAL KPI)	2.96	0.79	0.04																												
2 Assets under management (AUM KPI)																															

1. The Institution discloses in this template the KPIs for off-balance sheet exposures (financial guarantees and AUM) calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulae specified in this template.
 2. Institutions duplicate this template to disclose the stock and inflow KPIs for off-balance sheet exposures.

5. **KPI off-balance sheet exposures – inflows – basis: CapEx**

		a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y	aa	ab	ac	ad	ae						
		Climate protection (CCM)															Disclosure date 30 December 2023																				
		Adaptation to climate change (CCA)					Water and marine resources (WTR)					Circular economy (CE)					Pollution (PPC)					Biodiversity and ecosystems (BE)					TOTAL (CCM + CCA + WTR + CE + PPC + BE)										
% (compared to the total eligible off-balance sheet assets)	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)	Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-eligible)										
		Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)					Proportion of total recognised assets that finance taxonomy-relevant sectors (taxonomy-compliant)										
		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		
		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		Of which utilisation of proceeds			Of which transitional activities		Of which enabling activities		
1	Financial guarantees (FinGur KPI)		6.41	0.13																												6.44	0.13				
2	Assets under management (AuM KPI)																																				

1. The institution discloses in this template the KPIs for off-balance sheet exposures (financial guarantees and AuM) calculated on the basis of the data disclosed in template 1 on the assets covered and using the formulae specified in this template.
 2. Institutions duplicate this template to disclose the stock and inflow KPIs for off-balance sheet exposures.

Templates 1 Activities in the areas of nuclear energy and fossil gas

Line	Activities in the field of nuclear energy	
1	The company is active in the research, development, demonstration and deployment of innovative power generation plants that generate energy from nuclear processes with minimal waste from the fuel cycle, finances such activities or has exposures in conjunction with these activities.	NO
2	The company is active in the construction and safe operation of new nuclear facilities for the generation of electricity or process heat – including for district heating or industrial processes such as hydrogen production – as well as in their safety improvement using the best available technologies, finances such activities or has exposures in conjunction with these activities.	NO
3	The company is active in the safe operation of existing nuclear facilities for the generation of electricity or process heat – including for district heating or industrial processes such as hydrogen production – as well as in their safety improvement, finances such activities or has exposures in conjunction with these activities.	NO
	Activities in the field of fossil gas	
4	The company is active in the construction or operation of plants for the generation of electricity from fossil gaseous fuels, finances such activities or has exposures in conjunction with these activities.	YES
5	The company is active in the construction, modernisation and operation of plants for combined heat, power and cooling with fossil gaseous fuels, finances such activities or has exposures in conjunction with these activities.	YES
6	The company is active in the construction, modernisation and operation of plants for heat generation, heat/cooling with fossil gaseous fuels, finances such activities or has exposures in conjunction with these activities.	YES

Template 2 Taxonomy-compliant economic activities (denominator) – basis: turnover

Line	Economic activities	Amount and proportion (in monetary amounts and as a percentage)					
		(CCM + CCA)		Climate protection (CCM)		Adaptation to climate change (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-compliant economic activity according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-compliant economic activity according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of taxonomy-compliant economic activity according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
4	Amount and proportion of taxonomy-compliant economic activity according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
5	Amount and proportion of taxonomy-compliant economic activity according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	384,507.45	0.00	384,507.45	0.00	-	-
6	Amount and proportion of taxonomy-compliant economic activity according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	1,673.96	0.00	1,673.96	0.00	-	-
7	Amount and proportion of other taxonomy-compliant economic activities not listed in lines 1 to 6 in the denominator of the applicable KPI	223,283,641.69	0.48	223,283,641.69	0.48	-	-
8	Total applicable KPI	223,669,823.10	0.48	223,669,823.10	0.48	-	-

Template 2 Taxonomy-compliant economic activities (denominator) – basis: CapEx

Line	Economic activities	Amount and proportion (in monetary amounts and as a percentage)					
		(CCM + CCA)		Climate protection (CCM)		Adaptation to climate change (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-compliant economic activity according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-compliant economic activity according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of taxonomy-compliant economic activity according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
4	Amount and proportion of taxonomy-compliant economic activity according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
5	Amount and proportion of taxonomy-compliant economic activity according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	30,131.35	0.00	30,131.35	0.00	-	-
6	Amount and proportion of taxonomy-compliant economic activity according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	7,842,701.46	0.02	7,842,701.46	0.02	-	-
7	Amount and proportion of other taxonomy-compliant economic activities not listed in lines 1 to 6 in the denominator of the applicable KPI	228,938,559.26	0.49	228,835,941.50	0.49	102,617.76	0.00
8	Total applicable KPI	236,811,392.08	0.51	236,708,774.32	0.50	102,617.76	0.00

Template 3 Taxonomy-compliant economic activities (numerator) – basis: turnover

Line	Economic activities	Amount and proportion (in monetary amounts and as a percentage)					
		(CCM + CCA)		Climate protection (CCM)		Adaptation to climate change (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-compliant economic activity according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-compliant economic activity according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of taxonomy-compliant economic activity according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
4	Amount and proportion of taxonomy-compliant economic activity according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
5	Amount and proportion of taxonomy-compliant economic activity according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	384,507.45	0.17	384,507.45	0.17	-	-
6	Amount and proportion of taxonomy-compliant economic activity according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	1,673.96	0.00	1,673.96	0.00	-	-
7	Amount and proportion of other taxonomy-compliant economic activities not listed in lines 1 to 6 in the numerator of the applicable KPI	223,283,641.69	99.83	223,283,641.69	99.83	-	-
8	Total amount and proportion of taxonomy-compliant economic activities in the numerator of the applicable KPI	223,669,823.10	100.00	223,669,823.10	100.00	-	-

Template 3 Taxonomy-compliant economic activities (numerator) – basis: CapEx

Line	Economic activities	Amount and proportion (in monetary amounts and as a percentage)					
		(CCM + CCA)		Climate protection (CCM)		Adaptation to climate change (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-compliant economic activity according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-compliant economic activity according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of taxonomy-compliant economic activity according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
4	Amount and proportion of taxonomy-compliant economic activity according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	-	-	-	-	-	-
5	Amount and proportion of taxonomy-compliant economic activity according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	30,131.35	0.01	30,131.35	0.01	-	-
6	Amount and proportion of taxonomy-compliant economic activity according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the numerator of the applicable KPI	7,842,701.46	3.31	7,842,701.46	3.31	-	-
7	Amount and proportion of other taxonomy-compliant economic activities not listed in lines 1 to 6 in the numerator of the applicable KPI	228,938,559.26	96.68	228,835,941.50	96.67	102,617.76	100.00
8	Total amount and proportion of taxonomy-compliant economic activities in the numerator of the applicable KPI	236,811,392.08	100.00	236,708,774.32	100.00	102,617.76	100.00

Template 4 Economic activities that are taxonomy-eligible, but not taxonomy-compliant – basis: turnover

Line	Economic activities	Proportion (in monetary amounts and as a percentage)					
		(CCM + CCA)		Climate protection (CCM)		Adaptation to climate change (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
4	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	301,888.66	0.00	301,888.66	0.00	-	-
5	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	340,620.87	0.00	340,620.87	0.00	-	-
6	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	204,008.65	0.00	204,008.65	0.00	-	-
7	Amount and proportion of other taxonomy-eligible, but not taxonomy-compliant economic activities not listed in lines 1 to 6 in the denominator of the applicable KPI	4,990,618,000.41	10.64	4,986,969,882.41	10.64	3,648,118.00	0.01
8	Total amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activities in the denominator of the applicable KPI	4,991,464,518.60	10.65	4,987,816,400.60	10.64	3,648,118.00	0.01

Template 4 Economic activities that are taxonomy-eligible, but not taxonomy-compliant – basis: CapEx

Line	Economic activities	Proportion (in monetary amounts and as a percentage)					
		(CCM + CCA)		Climate protection (CCM)		Adaptation to climate change (CCA)	
		Amount	%	Amount	%	Amount	%
1	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
2	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
3	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-	-	-	-	-
4	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	85,075.92	0.00	85,075.92	0.00	-	-
5	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	248,083.38	0.00	248,083.38	0.00	-	-
6	Amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activity according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	290,442.22	0.00	290,442.22	0.00	-	-
7	Amount and proportion of other taxonomy-eligible, but not taxonomy-compliant economic activities not listed in lines 1 to 6 in the denominator of the applicable KPI	4,995,095,208.18	10.65	4,991,447,090.18	10.65	3,648,118.00	0.01
8	Total amount and proportion of taxonomy-eligible, but not taxonomy-compliant economic activities in the denominator of the applicable KPI	4,995,718,809.70	10.65	4,992,070,691.70	10.65	3,648,118.00	0.01

Template 5 Economic activities that are not taxonomy-eligible – basis: turnover

Line	Economic activities	Amount	Percentage
1	Amount and proportion of the economic activity in line 1 of template 1 that is not taxonomy-eligible according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
2	Amount and proportion of the economic activity in line 2 of template 1 that is not taxonomy-eligible according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
3	Amount and proportion of the economic activity in line 3 of template 1 that is not taxonomy-eligible according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
4	Amount and proportion of the economic activity in line 4 of template 1 that is not taxonomy-eligible according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
5	Amount and proportion of the economic activity in line 5 of template 1 that is not taxonomy-eligible according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
6	Amount and proportion of the economic activity in line 6 of template 1 that is not taxonomy-eligible according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
7	Amount and proportion of other economic activities that are not taxonomy-eligible not listed in lines 1 to 6 in the denominator of the applicable KPI	41,671,854,230.26	88.88
8	Total amount and proportion of economic activities that are not taxonomy-eligible in the denominator of the applicable KPI	41,671,854,230.26	88.88

Template 5 Economic activities that are not taxonomy-eligible – basis: CapEx

Line	Economic activities	Amount	Percentage
1	Amount and proportion of the economic activity in line 1 of template 1 that is not taxonomy-eligible according to section 4.26 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
2	Amount and proportion of the economic activity in line 2 of template 1 that is not taxonomy-eligible according to section 4.27 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
3	Amount and proportion of the economic activity in line 3 of template 1 that is not taxonomy-eligible according to section 4.28 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
4	Amount and proportion of the economic activity in line 4 of template 1 that is not taxonomy-eligible according to section 4.29 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
5	Amount and proportion of the economic activity in line 5 of template 1 that is not taxonomy-eligible according to section 4.30 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
6	Amount and proportion of the economic activity in line 6 of template 1 that is not taxonomy-eligible according to section 4.31 of Annexes I and II to Delegated Regulation (EU) 2021/2139 in the denominator of the applicable KPI	-	-
7	Amount and proportion of other economic activities that are not taxonomy-eligible not listed in lines 1 to 6 in the denominator of the applicable KPI	41,654,458,370.18	88.84
8	Total amount and proportion of economic activities that are not taxonomy-eligible in the denominator of the applicable KPI	41,654,458,370.18	88.84

Independent auditor's report

To Landesbank Berlin AG, Berlin

We have performed a limited assurance engagement on the separate non-financial report (hereinafter also referred to as the 'Report') for Landesbank Berlin AG, Berlin (hereinafter referred to as 'Company') for the period from 1 January to 31 December 2023.

The foreword contained in the separate non-financial report, which is labelled as unaudited, is not the subject of our audit.

Responsibility of the legal representatives

The legal representatives of the Company are responsible for the preparation of the separate non-financial report for the period from 1 January 2023 to 31 December 2023 in accordance with sections 340a (1a) in conjunction with 289c to 289e HGB and Art. 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the 'EU Taxonomy Regulation') and the delegated acts adopted in this regard, and with its own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the delegated acts adopted in this regard, as presented in chapter H14 of the Report.

This responsibility of the Company's legal representatives includes the selection and application of appropriate methods for non-financial reporting as well as making assumptions and estimates for individual non-financial disclosures that are reasonable in the given circumstances. Furthermore, the legal representatives are responsible for the internal controls they have deemed necessary to enable the preparation of a non-financial statement that is free from material misstatement, whether due to fraud (manipulation of the non-financial group statement) or error.

The EU Taxonomy Regulation and the related delegated acts contain formulations and terms that are still subject to considerable interpretation uncertainty and for which clarifications have not yet been published in every case. The legal representatives have therefore set out their interpretation of the EU Taxonomy Regulation and the related delegated acts in chapter H14 'Ecological EU Taxonomy' of the Report. They are responsible for the justifiability of this interpretation. Due to the inherent risk that undefined legal terms can be interpreted differently, the legal conformity of the interpretation is fraught with uncertainty.

Ensuring the auditor's independence and quality

In carrying out the engagement, we have complied with the requirements for independence and quality assurance arising from national statutory regulations and professional pronouncements, in particular the Professional Code for German Public Auditors and Chartered Accountants (*Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer*) and the IDW Quality Management Standard: Requirements for quality management in auditing practice (IDW QMS 1 (September 2022)).

Auditor's responsibility

Our responsibility is to express a limited assurance opinion on the non-financial report based on our audit.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information', issued by IAASB, as a limited assurance engagement.

These standards require that we plan and perform the audit such that we can assess with limited assurance whether any matters have come to our attention that cause us to believe that the Report of the Company, with the exception of the foreword contained in this report, has not been prepared, in all material respects, in accordance with sections 340a (1a) in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the related delegated acts as well as the interpretation by the legal representatives presented in chapter H14 'Ecological EU Taxonomy' of the Report.

In a limited assurance engagement, the audit procedures performed are less extensive than in a reasonable assurance engagement, resulting in a significantly lower level of assurance. The selection of audit procedures is at the auditor's discretion.

As part of our audit, we performed, among others, the following audit procedures and other activities:

- Gaining an understanding of the structure of the Company's sustainability organisation and the involvement of stakeholders
- Questioning legal representatives and relevant employees involved in the preparation of the non-financial report regarding the preparation process, the internal control system relating to this process and disclosures in the non-financial report
- Questioning personnel responsible for the materiality analysis at Company level in order to gain an understanding of the procedure for identifying material topics and corresponding reporting boundaries of Landesbank Berlin AG
- A risk assessment, including a media analysis, of relevant information regarding the sustainability performance of Landesbank Berlin AG in the reporting period
- Assessment of the design and implementation of systems and processes for the collection, processing and monitoring of disclosures, including the consolidation of disclosures on environmental, labour and social matters, respect for human rights and anti-corruption and anti-bribery matters
- Questioning personnel at Company level who are responsible for the preparation of disclosures on concepts, due diligence processes, results and risks, the implementation of internal control procedures and the consolidation of disclosures
- Analytical assessment of the data and trends of the quantitative data reported by all sites for consolidation at company level
- Questioning responsible employees at Company level to gain an understanding of the procedure for determining the key performance indicators, including qualitative disclosures in accordance with the EU Taxonomy Regulation
- Assessment of the design and implementation of systems and processes for the collection, processing and monitoring of key performance indicator data in accordance with the EU Taxonomy Regulation, including any supporting information to be provided in accordance with the relevant Annexes
- Inspection of selected internal and external documents
- Assessment of the overall presentation of the information

The legal representatives must interpret undefined legal terms when determining the information in accordance with Art. 8 of the EU Taxonomy Regulation. Due to the inherent risk that undefined legal terms can be interpreted differently, the legal conformity of the interpretation and hence our audit in this regard are fraught with uncertainty.

Audit opinion

Based on the audit procedures performed and the audit evidence obtained, nothing has come to our attention that causes us to believe that the Report of Landesbank Berlin AG for the period from 1 January 2023 to 31 December 2023 has not been prepared, in all material respects, in accordance with sections 340a (1a) in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the related delegated acts as well as the interpretation by the legal representatives presented in chapter H14 EU 'Ecological EU taxonomy of the Report.

We do not express an opinion on the foreword contained in the separate non-financial report, which is labelled as unaudited.

Restriction of use/General Engagement Terms for Auditors and Auditing Firms clause

This audit opinion is addressed to and exclusively intended for the Supervisory Board of Landesbank Berlin AG.

The engagement, in fulfilment of which we provided the aforementioned services for Landesbank Berlin AG, was based on the General Engagement Terms for Auditors and Auditing Firms (*Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften*) of 1 January 2017 (<https://www.kpmg.de/bescheinigungen/lib/aab.pdf>). By acknowledging and using the information contained in the audit opinion, each recipient confirms that they have taken note of the information contained therein (including the limitation of liability to €4 million for negligence in clause 9 of the General Engagement Terms for Auditors and Auditing Firms), and recognises their validity in relation to us.

Berlin, 12 April 2024

KPMG AG

Wirtschaftsprüfungsgesellschaft

[signed: illegible]

Markus Winner

12 April 2024

Winner Auditor

[signed: illegible]

Josephine Arndt

12 April 2024

ppa. Arndt

Imprint

Published by:

Berliner Sparkasse

A branch of Landesbank Berlin AG Alexanderplatz 2

10178 Berlin

Telephone: ++49 (0) 30 869 869 69

info@berliner-sparkasse.de

www.berliner-sparkasse.de

Created with kap N Publisher©

www.kap-n.de