

Social Impact Report

People make the difference.



Contents

Introduction

04

Identity & Culture

- Compensation
- Young Talents
- Development
- Leadership
- Corporate Culture
- Ethics & Integrity
- Employee Benefits
- Health Management
- Development Paths

24

03

ESG at NORD/LB

- ESG at NORD/LB
- Global Presence
- Financing Activities
- Sustainability Standards
- Memberships
- Stakeholder Communication
- Sustainable IT

13

Diversity & Social Responsibility

- Human Rights
- Financial Inclusion
- Diversity
- Women in Leadership
- Engagement
- Projects

The employee-related key figures are based on the consolidated Group data and correspond to those published in the Group Annual Report for the 2025 financial year. Certain indicators are collected solely for NORD/LB AöR and are clearly marked as such. This applies in particular to pages 5, 14 and 25.

Introduction

Sustainability begins with ourselves – with our employees, our NORDIS. Their daily commitment, professional expertise and sense of responsibility, they embody and shape our values. They are therefore a central pillar of our ESG strategy.

Long-term economic success is not achieved solely by meeting key performance indicators, but by having dedicated, qualified and healthy employees. They are the ones who enable innovation, assume responsibility and bring our values to life in their daily actions. In doing so, they create not only trust among our clients, but also long-lasting business relationships.

It is our responsibility to create a working environment that fosters development, embraces diversity and protects health. We know that performance flourishes where people feel valued. That is why we invest deliberately in the qualification of our workforce, in modern working conditions and in preventive health measures – with the aim of strengthening individual potential and opening long-term career perspectives within the Bank.

Targeted talent development, particularly for women, collaborative leadership principles and a culture of mutual respect are not optional extras for us, but fundamental prerequisites for sustainable corporate governance.

People make the difference.



Dr. Thorsten Christoffer
Head of HR, Legal and Executive Office



Tobias Zehnter
Chief Sustainability Officer

ESG at NORD/LB



ESG at a Glance

36m  households can be supplied with electricity financed by us

162  trains we have financed that support infrastructure

88.5 %  company cars are fully electrified

Our goal for 2027: 100 %

40.9 % of all employees use a job ticket

all  trainees travel free of charge on public transport*

30 %  of the employees choose the vegetarian option in the canteen at least once a week*

+ 30  countries in which we have financed projects

9  countries in which we operate

63  MtCO₂ p.a. are saved through our financing activities

16  ESG posts in NORD/LB's social media channels in 2025

33  ESG posts on the NORD/LB intranet in 2025

A quarterly  ESG newsletter provides updates and information on the activities of ESG Management and its interfaces

* NORD/LB AöR Domestic

ESG at NORD/LB

As a “Bank of the Energy Transition”, NORD/LB regards sustainable communication as a central component of its ESG approach. Its aim is to create transparency, provide orientation and actively support the bank’s cultural transformation. A key element of this is sustainability-oriented communication, which conveys fact-based messages on sustainability and the energy transition. It follows the principle of fair advertising: statements are made in a verifiable and responsible manner and without greenwashing – in line with our role as a public-sector bank and reliable partner to the savings banks and the SME sector.

16

ESG posts on
NORD/LB’s social
media channels in
2025

A quarterly

ESG newsletter provides
updates and information
on activities of ESG
Management and its
interfaces

33

ESG posts on the
NORD/LB intranet in
2025

The ESG newsletter provides regular updates – approximately once per quarter – on regulatory developments, strategic priorities, projects from the business segments and key milestones, such as publications from ESG Management and its associated interfaces. It enhances transparency for employees and supports the integration of ESG as an integral part of our business strategy.

This is complemented by targeted ESG postings – both on social media and on the Bank’s internal intranet. While external channels primarily strengthen NORD/LB’s positioning as a reliable and experienced partner for sustainable financing, internal contributions support the cultural transformation: They make successes visible, foster dialogue and raise awareness. They connect ESG stakeholders across the entire Bank.

Together, these communication measures help ensure that sustainability is not merely a strategic objective, but becomes a lively part of the corporate identity – and that the Bank is externally positioned as a true Bank of the Energy Transition.

Global Presence

NORD/LB is deeply rooted in Northern Germany while simultaneously active in selected international markets. Its particular strength lies in combining regional responsibility with global expertise. Especially in the financing of renewable energies, infrastructure projects and commercial real estate, the bank operates within an international niche segment.

9

countries in
which we operate



For NORD/LB's international activities, the branches in key global financial and trading centres such as **New York** and **London** play an essential role. NORD/LB is also represented in **Singapore, Luxembourg, Amsterdam, Paris, Madrid** and **Warsaw**.

As a bank, it is essential for us to provide our clients around the globe with comprehensive support. In doing so, we act not only on the basis of our public-sector mandate, but also out of the conviction that we must support our clients in the best possible way as they develop their businesses.

+ 30

countries in
which we
financed projects



Financing Activities

With our financing activities, we contribute far more than economic value – we create social benefit. Every investment supports projects that directly improve people’s lives: from renewable energy and modernised infrastructure to socially impactful initiatives within our regions and beyond.

~ 36m

households can be supplied with electricity financed by us

Our renewable energy projects – wind and solar parks – generate electricity for approximately 36 million households, ensuring that many people are reliably supplied with renewable energy.



By financing social housing, we help creating urgently needed, affordable living space and thereby strengthen social inclusion in our regions.

~ 3000

social units have been financed

Overall, numerous people benefit directly and indirectly from our business activities – whether through energy supply, housing provision or more resilient infrastructure.



“For more than 30 years, NORD/LB has been committed to sustainability. Our bank is among the pioneers in the financing of renewable energies. We aim to actively contribute to a more sustainable future and to support our clients throughout their transformation processes.”

Jörg Frischholz, CEO

Sustainability Standards

As NORD/LB, we align our actions consistently with international sustainability standards. The Sustainable Development Goals, our ESG rating, as well as our commitments and partnerships, demonstrate how we assume our responsibility and embed measurable sustainability within our management framework.

ESG ratings

ESG ratings make visible how a company performs in areas such as social standards – for example regarding working conditions, diversity and human rights.



A strong rating promotes social standards, as companies improve their processes, reduce risks and invest specifically in the well-being of their employees and in their societal impact. ESG ratings create transparency, drive improvement efforts and thereby strengthen a company's social responsibility.

SDGs

The Sustainable Development Goals set globally shared objectives for sustainable development – including quality education, gender equality, decent work, poverty reduction and reduced inequalities.



They provide social guardrails for companies. By aligning with the SDGs, organisations strengthen their social contribution, improve working and living conditions, and promote social inclusion.

Commitments & Partnerships

Commitments and partnerships define clear standards for responsible conduct and strengthen collaboration with recognised initiatives, networks and institutions.



They create transparency, establish shared objectives and help companies advance social issues such as labour rights, gender equality, human rights or their societal engagement in an effective and measurable way.

Memberships

Signatory to



www.charta-der-vielfalt.de



www.regionale-energieagentur.de

**Climate
Commitment of the
Financial Sector**

www.klima-selbstverpflichtung-finanzsektor.de



www.unepfi.org



www.unepfi.org



www.vfu.de



www.globalcompact.de



www.proutatwork.de



www.hannover.de

Stakeholder Communication



NORD/LB maintains a continuous and structured dialogue with the stakeholder groups that are most important for its sustainable development. These include shareholders, clients, employees, supervisory authorities, investors, as well as societal and regional partners. The following section outlines the key groups and the main formats through which we engage in dialogue with them.

Our owners – including the State of Lower Saxony and the savings banks associations – support the strategic development of the Bank through committee meetings, regular reporting and clearly defined decision-making processes. Our private, corporate and institutional clients significantly shape our service offering; we engage with them through personal advisory services, digital channels, feedback formats and dialogue events.

Our employees also play a key role in our success through their expertise. All employees at our domestic locations are represented by the Staff Council. Their involvement and the internal dialogue are facilitated through a wide range of communication channels, surveys, leadership and exchange formats, as well as town halls.

Our investors ensure our funding and expect transparency, which we provide through financial reports, presentations, roadshows and capital market events. We maintain a structured exchange with supervisory authorities such as BaFin and the ECB through reporting processes, audits and technical consultations. As a public-sector institution, we also maintain a close dialogue with society and our regions – through cooperations, funding programmes, regional initiatives, and formats for engaging with municipal stakeholders, civil society and the wider public.

Owners/Shareholders

Clients

Employees and Staff Council

Investors

Supervisory and Regulatory Authorities

Society and Regional Stakeholders

NGOs

Sustainable IT

At NORD/LB, we are driving our digital transformation consistently according to the principles of *Sustainable IT*, combining ecological responsibility with economic efficiency. By transitioning to modern cloud and workplace technologies such as Azure, Microsoft 365 and Azure Virtual Desktop, we have streamlined our IT infrastructure, increased operational stability and significantly reduced energy consumption. In doing so, our IT organisation strengthens the resilience of NORD/LB and provides a future-proof technological foundation.



As part of our IT transformation, we have replaced approximately 150 tonnes of outdated hardware with energy-efficient devices. Decommissioned hardware is not disposed of, but instead reused (for example through programmes offering devices to employees) or processed through certified channels for proper recycling. This responsible approach to resources contributes actively to the circular economy and to reducing our environmental footprint.

In addition, we integrate sustainability criteria consistently into our IT sourcing. We require our service providers to adhere to the principles of the UN Global Compact and focus on long-term partnerships with innovative technology suppliers. In this way, we ensure that we operate modern and sustainable IT solutions while simultaneously strengthening NORD/LB's strategic positioning – as a Bank of the Energy Transition and a responsible actor within the region and beyond.

Identity & Culture



Identity & Culture at a Glance



3,866
employees



52.5 %



47.5 %

44

average age of all employees

79.1 %

full-time employees

20.9 %

part-time employees

206

new hires in 2025

229

departures in 2025

Ø 15.7 Jahre

length of service

523.55 € m

personnel expenses (2024)

21.5 %

gender pay gap**



155

people have disclosed a disability within the company

329

employees working outside Germany

22

trainees

96

working students and interns

133

apprentices & dual-study students

* Additionally 83 locations of BLSK

** Unadjusted gender pay gap of the NORD/LB Group in the 2025 financial year

Compensation

Compensation

The NORD/LB compensation system follows a total compensation approach and is based on uniform and transparent calculation principles and defined remuneration components – regardless of gender identity. In addition, we pursue a fair and non-discriminatory development of remuneration structures. Monitoring processes and defined requirements within the remuneration framework contribute to continuous improvements in addressing the gender pay gap. With the further development of our remuneration structures in line with the Pay Transparency Directive, NORD/LB adheres to its guiding principles of transparency, accountability and market orientation.

Pay Transparency Act

We meet the requirements of the German Pay Transparency Act and provide employees with the legally established right to request information on pay structures and comparable remuneration. In the collectively agreed area, remuneration is determined on the basis of the collective agreement; for non-tariff employees, remuneration decisions are made by a job evaluation committee.

2.3 %

employee
resignation rate
in 2025*

Managing Board Remuneration

Managing Board remuneration consists of a fixed and a variable component, supplemented by customary non-cash benefits without creating risk incentives. The variable component is based on clearly defined, sustainability-oriented key indicators (including CIR** and ESG) and is partially deferred over several years to ensure long-term, responsible management. In addition, holding periods, ex-post risk adjustments and clawback provisions apply to further strengthen the Bank's stability and sustainable value creation.

Working conditions

At NORD/LB, we predominantly offer permanent employment contracts and flexible working models to create a stable and motivating working environment. Competitive incentive products, targeted professional development and measures to maintain employee health contribute to strengthening the retention of our highly qualified workforce.

* NORD/LB AöR; employee-initiated resignations of permanently employed staff

** Cost-Income-Ratio

Young talents

As NORD/LB, we highly value our young talents, as they bring diverse perspectives and fresh impulses to our work. They help us remain innovative, adaptable and future-oriented. Together, we shape the ongoing development of our organisation.

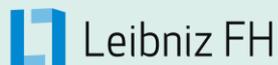
Talent Acquisition

To attract talented young professionals, we rely on modern recruiting formats, personal accessibility and a clear positioning as an attractive employer. Through our employer brand, we communicate even more clearly what NORD/LB stands for: a reliable and appreciative working environment in which people can grow, take on responsibility and actively shape their future.

Training Pathways

The Bank offers a wide range of training paths, dual study programmes and trainee programmes to prepare young talents for their career entry and long-term development.

- Bank clerk
- Business Administration B.A.
- IT specialist
- Management assistant for digitalisation management
- Office management assistants
- Business Economics B.Sc.
- Business Information Systems B.Sc.



22

trainees

96

working students
& interns

133

apprentices &
dual-study
students

Cooperations

We maintain close relationships with universities and collaborate on joint projects in which students gain practical insights into NORD/LB – with the opportunity to pursue an MBA thereafter. Through our cooperation with the student consultancy JANUS, we also contribute to the Advisory Board and support initiatives for professional and personal development.

In addition, we regularly supervise bachelor's and master's theses at various universities, thereby strengthening early exchange between academic education and professional practice.



Development

We offer a wide range of training opportunities so that our employees can continue to develop on an ongoing basis. In doing so, we strengthen individual skills and promote a modern learning culture across the entire Bank.

WBTs

At NORD/LB, we use comprehensive web-based trainings (WBTs) to keep knowledge up to date and ensure responsible behaviour in relevant areas. These include mandatory training courses on data protection, data security and the protection of consumer finances, which all employees must refresh regularly. We also strengthen our diversity competencies through specific learning modules and advisory services – including the WBT Unconscious Bias, which has been mandatory for all employees since summer 2024. In this way, we promote an aware, respectful working culture across the entire Bank.



Mandatory Qualifications

All employees, including part-time staff and those in leasing arrangements, complete mandatory training courses on topics such as safety at work, information security, compliance and operational processes at the start of their employment. In addition, managers receive regular advisory support to ensure compliance with these standards.

Learning & Development Opportunities

All employees can choose from a wide range of training and learning opportunities. In addition to the NORD/LB learning training programme, which offers a broad selection of seminars, external qualification options and foreign-language training provided by our service partners, including Beyer-Wilmer and the Haufe Academy, the Bank also offers part-time professional development and individual funding.

Individual promotion commitments

Individual promotion commitments provide employees with access to personal development and qualification measures that go beyond the general training offering. These include, among other things, external training programmes, part-time professional qualifications, and additional development measures.

* NORD/LB AöR Domestic (incl. representative offices) as of 10 February 2026

Leadership

Collaboration and Leadership Principles

Our collaboration and leadership principles form the basis for respectful, trusting and open cooperation. They are firmly embedded in our understanding of responsible corporate management. Our managers actively shape an environment in which these shared principles of action are lived, encouraged and continuously developed.



They provide orientation and reliability for successful, inclusive and responsible collaboration. In addition, we continuously develop our leadership principles to meet growing requirements for sustainable, transparent and forward-looking leadership.

Feedback Culture

We continuously monitor our collaboration and feedback culture and have launched a Bank-wide employee survey for this purpose. Furthermore, all managers receive regular training on feedback and are expected to use feedback tools proactively with their teams.

Managing Board Communication Formats

Our Managing Board is committed to transparent and regular communication to enable all colleagues to participate. In addition to company-wide formats such as the All-Hands Meeting, which allows colleagues to ask questions directly, the Managing Board exchanges views on relevant issues in departmental meetings. This enables targeted dialogue with employees on topics important to the Bank. By doing so, the Managing Board promotes an open communication culture and strengthens the strategic alignment of the organisation.

Corporate Culture

Innovation by Employees

In 2025, we held our first pitch event as part of the cultural initiative, where employees could submit their ideas. The winning ideas were successfully developed and implemented, including in banking operations.

Complaint Management & Escalation Channels

Our complaint management system offers transparent escalation paths, ensuring that concerns are processed reliably. Tips submitted to the AGG reporting office can be provided confidentially and are handled with particular care.

Employee Representation

In addition to the local Staff Council and the Group Staff Council, there is a youth and trainee representation as well as a representation for employees with disabilities.

AI & Digital Buddies

Our in-house Digital Buddies share knowledge through AI-related training sessions, weekly drop-in hours and personal consultations — for all employees. →

Digital Buddies also serve as direct training partners and advisors on the topic of digitalisation. More than 500 colleagues already support each other by sharing their expertise in the Digital Help Community.

361°: The Employee Magazine

The magazine for and by NORD/LB employees highlights current developments, offers critical reflections and explains change within the Bank. Issued quarterly, it features contributions that present topics from different perspectives and with fresh viewpoints.

Ethics & Integrity

Ethics and integrity form the basis of our responsible conduct. Our Code of Conduct defines a clear and consistent understanding of fair, transparent and respectful interaction.

Our Values:

Ambitious, Sustainable, Humane.

Transparency

Trust

Respect

Tolerance

An honest, fair and unbiased way of interacting with one another is therefore a fundamental requirement for us. Collaboration with our clients, employees, suppliers and other business partners is based on mutual trust and respect. This is particularly important when different lifestyles, cultures and nationalities meet.



Code of Conduct

At NORD/LB, we continually reflect on our actions in the context of ethics and integrity. Our Code of Conduct establishes this awareness and supports us in meeting legal requirements while critically reviewing and integrating ethical responsibility into everyday work.

Employee Benefits

The benefits offered by NORD/LB are as diverse as the life models of our employees. Our range of social and additional benefits supports the reconciliation of work and family life, personal development, and the promotion of health and well-being.

Mobility Support

Bicycle leasing and subsidies for employees in public transport ensure healthy and sustainable mobility. Young professionals also benefit from free job tickets.

Corporate Benefits

The benefits offering includes financial additional services such as IT leasing, company pension schemes, capital-forming benefits and employee conditions for banking services.

40.9 %

of employees
use a job ticket



Work-Life-Balance

Flexible working models with mobile working, flex-time and trust-based working hours create room for employees to manage their everyday lives. Advisory and placement services in the context of childcare and eldercare further support the balance between work and family life, especially in challenging life situations.

By supporting educational programmes, subsidised meals in the company restaurants, 30 days annual leave extensive health-promotion measures, we create a working environment that enables personal development and well-being.

Health Management

The company health management system helps to design working conditions positively, reduce strain and promote the strengths of employees.

workplace equipment

Height-adjustable desks and curved monitors shape the working environment.

mental health

Our employees and managers receive support and advice on occupational health topics such as stress management and mental well-being.



health management

The company medical service provides advice on health issues and workplace ergonomics.



In cooperation with the Commercial Health Insurance Fund (KKH), employees are offered digital prevention courses and health days.

KKH

sport promotion

Employees can actively participate in company sports groups and benefit from various fitness activities.

30

company sports group

A total of 295 members used the extensive sports offerings across various locations.



Development Paths

Leadership workshop

NORD/LB offers an established leadership workshop for employees who are taking on a leadership position for the first time or who are new to a leadership role within the Bank. Over the course of approximately one year, participants work together in a trusted peer group network, enabling exchange and learning.

The programme conveys key organisational and regulatory requirements. It also strengthens NORD/LB's leadership culture and supports the development of new leadership competencies.

95 %

of employees have taken part in a performance/career review

53 %

proportion of women in the Talent Centre*

26.8 %

proportion of women in leadership positions across the Bank*

Performance Dialog & Objective Setting

Performance dialogues and target-setting meetings are central annual exchange formats between managers and employees. They provide a structured framework in which expectations, development goals, strengths and performance can be discussed transparently. These discussions form the basis for shared planning and continuous professional development.

Rise Up!

Rise Up! is an HR development programme designed to promote personal development and strengthen personality-based skills. The programme supports employees in working on individual development topics, recognising personal strengths and further expanding leadership and collaboration competencies.

Talent Programme

The talent programme identifies up to 5% of employees in specialised departments who demonstrate particular potential and who are recommended by their managers. The programme offers targeted development opportunities tailored to the individual talents and includes seminars and workshops.

Mentoring in the Women's Network

The Women's Network at NORD/LB offers a structured mentoring programme. Mentors from different business areas support mentees through regular exchange on professional and personal development issues. The programme strengthens networking within the Bank and provides valuable guidance for women's career development.

* NORD/LB AöR, proportion of women in leadership as of 01 January 2026

Diversity & Social Responsibility



Diversity & Social Responsibility at a Glance

1

central contact person for DEIB (Diversity, Equity, Inclusion, Belonging)

7

diversity dimensions

52

opportunities to make diversity visible were used in 2025

awards won

5

3

internal networks

8

projects for internal and external visibility

~ €1 million

donations to organisations committed to supporting the education of disadvantaged children and young people, as well as people with socially challenging backgrounds



founding of #gemeinsambunt



support from the Managing Board

> 340

employees have already taken part since the introduction of the Social Days

Human Rights

NORD/LB clearly acknowledges its responsibility to respect internationally recognised human rights and to avoid any form of human rights risks. We commit to preventing negative impacts on human rights that could arise from our business activities and services, and to reducing or avoiding such impacts wherever possible.



NORD/LB received the Bronze Medal from EcoVadis and ranks among the top 35% of all companies assessed by EcoVadis. This recognition confirms the strength of our sustainability management and our commitment to transparency across the entire value chain.

NORD/LB aligns its sustainability and human rights management with central international standards — including the Universal Declaration of Human Rights, the UN Global Compact, the ILO Core Conventions, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, as well as the German Supply Chain Due Diligence Act (LkSG).

LkSG & Service Provider Management

NORD/LB has integrated the requirements of the LkSG into its system of responsible business practices. This includes integrated supplier and service provider management, risk analysis, governance structures and documentation processes. We assess human rights and environmental risks within our supply chain and take preventive and remedial measures where necessary.

Supplier Code of Conduct

Our Supplier Code of Conduct defines binding expectations for our suppliers and service providers regarding human rights, labour standards, environmental protection, fair business practices and the prevention of corruption. In line with our ESG requirements, we expect our partners to identify and mitigate human rights and environmental risks and to implement appropriate preventive measures.

Financial Inclusion

Social financial inclusion means enabling fair, secure and understandable access to financial services for all people — regardless of age, income, background or digital skills. As a public-sector bank, we see it as our responsibility to reduce financial barriers, facilitate access to financial markets and strengthen consumers through transparent information and competent guidance.

Access to Financial Markets

At NORD/LB, we provide all customer groups with fair and needs-based access to essential banking services — both in person and via digital channels.

Through needs-oriented account offerings, including basic accounts based on the European Payment Accounts Directive, we ensure that people — regardless of income, background or life situation — have access to essential payment services. Additional services such as prepaid cards allow customers with limited creditworthiness to participate in the financial system.

We also support financial inclusion through targeted financial education offerings and by reducing digital and information-related barriers.

Dealing with Private Customers

Our focus in private customer business lies on responsibility, transparency and consumer protection. We support our customers in understanding the costs and risks associated with financial products.

Our advisory services include responsible lending, integrated financial advice and income-based financial planning. By providing clear and comprehensible information, as well as responsible services, we strengthen the sustainable financial decision-making capability of our customers.



Financial Inclusion

With our free educational programmes, we strengthen the financial literacy of young people and promote a responsible understanding of economic contexts. In this way, we contribute to financial responsibility and the future viability of the next generation.

Free Financial Education

One of our free educational programmes is the Stock Market Simulation (Planspiel Börse), in which pupils can practise and increasingly make sustainable financial decisions. In addition, we offer lectures, information materials and easily understandable learning formats — including events on household and money management, as well as special programmes on financial education for women. Further details can be found in the document *ESG at BLSK*.



Savings Banks School Service

The educational remit of the Savings Banks aligns closely with the educational mission of schools and training providers. This includes teaching economic knowledge and preparing young people for everyday financial decisions. As part of the Savings Banks School Service, pupils receive age-appropriate support in acquiring financial skills. The programme strengthens financial literacy through classroom visits, workshops and interactive learning formats such as the Stock Market Simulation.

In doing so, young people can learn how to handle money responsibly and gain an understanding of economic relationships, taking into account sustainability in financial decision-making.

Diversity

Diversity is an important part of a modern, responsible corporate culture for us.

As a bank with strong regional roots and international business activities, we benefit from different perspectives, experiences and backgrounds. These help us to assess challenges in a well-founded way and to make better decisions — for our customers and for the organisation as a whole.

We are guided by established standards and frameworks, including our Diversity Policy and further group-wide guidelines. They help us to embed DEIB (Diversity, Equity, Inclusion and Belonging) in a reliable manner and continuously develop it. For this purpose, we provide employees with dedicated DEIB contact points that support initiatives and offer confidential advisory services.



Managing Board member Ingrid Spletter-Weiß with colleagues at the 2025 Pride Parade.

>> Different is good. Better together.

DEIB Report

Our approach to Diversity, Equity, Inclusion & Belonging (DEIB) is based on three principles: fair cooperation, respectful interaction and transparent structures. The further development of these principles is not only a matter of marketing, but a cultural task that is effective on both small and large scales. With internal networks and exchange formats, we create space for dialogue and make diverse perspectives visible throughout the organisation.

Diversity

Diversity at NORD/LB is not only discussed but actively lived and explicitly supported by the Managing Board. Our formats create space for exchange, reflection and shared learning, make different perspectives visible and strengthen collaboration - and in 2025, no AGG (General Equal Treatment Act) violation was reported. Awards in the area of diversity are understood as recognition and at the same time as an incentive to continue consistently on our path.

52 opportunities to make diversity visible were used in 2025

every member of the Managing Board was active for diversity at least once

2023 Prout@Work award for "Rising Star" won by BUNT/LB 2025

2025 participation in the CSD with our own stand and #gemeinsambunt

2025 Transformation Award

internal award for the Women's Network

2025 internal award for the Christmas wish tree

founding of #gemeinsambunt with other Hanover-based companies

2025 Equal Care Day for information & self-reflection

2024 participation in the CSD with our own stand

2025 internal action weeks against racism with 72 activities carried out

2025 internal award for the Diversity Centre



Managing Board Member Ingrid Spletter-Weiß and Christoph Auerbach at the Pride Walk for the Diversity Day in 2025.

Women in Leadership

With regard to gender diversity, a target quota of 30 per cent for the Supervisory Board has been defined, effective from 01 January 2024.

26.8 %

proportion of
women in leadership
positions across the
Bank*

For the Managing Board, a target of at least two representatives of the under-represented gender has been established for future Managing Board appointments.

NORD/LB is on track to achieve its targets for increasing the proportion of women in leadership positions.

The workforce is now evenly balanced, meaning that women and men work in equal numbers across the organisation. Reducing the gender pay gap and increasing equal opportunities are among the Bank's key objectives.



Gender-Neutral Compensation System

At NORD/LB, we implement a gender-neutral compensation system based on transparent, consistent criteria that are independent of gender. This includes uniform job evaluation procedures, fair and comprehensible remuneration decisions, and variable pay aligned with performance and governance requirements.

Regular gender pay gap analyses and continuous monitoring of our remuneration structures ensure that salary decisions are non-discriminatory and equitable.

* NORD/LB AöR, Proportion of women in leadership as of 01 January 2026

Engagement

Under the umbrella of the Community of Diversity, all dimensions of diversity are represented and supported in working teams. In addition, there are employee networks covering the dimensions of gender and sexual identity as well as a cultural foundation and sponsoring initiatives.

W@W – the Women’s network of NORD/LB

In this network, knowledge, contacts and opportunities are shared and expanded. Both work-related and informal meetings within the Bank increase the visibility of women.

Since 2022, this parental leave initiative has supported all topics related to parents and offers regular mentoring sessions for employees.

Parental Leave Initiative – the Parent Network of NORD/LB

BUNT/LB – the LGBTQI network of NORD/LB

The LGBTQI network actively promotes an environment in which all employees feel respected and valued – regardless of sexual or gender identity.

cultural foundation

Since 2012, NORD/LB has supported culture at the Bank’s locations and within its sponsoring organisation through its cultural foundation. The foundation focuses on art, culture and education.

donation & sponsoring

In 2025, donations and sponsoring totalling EUR 989.36 thousand were made to organisations supporting the education of disadvantaged children and young people, as well as people with socially challenging backgrounds.

supported learning

In situations such as illness, accompanying learning support helps employees to continue their development.

Projects

Our internal activities and initiatives create spaces for interaction, encourage engagement and strengthen cohesion across NORD/LB. They offer employees the opportunity to contribute, try out new ideas and actively shape our culture.

Future Day

On Future Day, we invite children from social institutions every year.



Earth Week

During Earth Week, ESG Management raises awareness for one week each year on the topic of sustainability.



ESG Coffee2Learn

This format promotes the exchange of information and discussion among employees on sustainability topics.



ESG Young Talents Workshop

On this dedicated day, trainees are introduced to ESG topics in depth.



ESG Buddies in the BLSK

A trainee programme for promoting sustainability expertise.

Projects

Our external engagements demonstrate how NORD/LB assumes responsibility within society. Through a wide range of social projects and support initiatives, we strengthen regional communities and jointly contribute to the common good.

Christmas Donations

During the Christmas season, we deliberately refrain from giving traditional client gifts. Instead of presents, we donate to charitable causes.

Wir zeigen Herz e.V.

This association, founded by active and former employees, is committed to civic engagement and charitable causes.



Christmas Wish Tree

200 gifts in Hanover and 132 in Braunschweig for disadvantaged children, in cooperation with Serve the City.

Social Day

Employees are released from work for one day to support a social project.



> 340

employees have already taken part in a Social Day.

Image sources

Internal database of NORD/LB

Exclusions:

Page 9, centre: <https://www.ihk.de/halle/produktmarken/umwelt-und-energie/nachhaltigkeit/17-un-nachhaltigkeitsziele-sdgs-fuer-innovation-4849368>

Page 34, bottom centre: Johannes Hensel, Caritas Association Hannover e. V.

Imprint

Norddeutsche Landesbank Girozentrale

Friedrichswall 10

30159 Hannover

Phone: +49 (0) 511 361-0

nachhaltigkeit@nordlb.de

Status

19 March 2026