

Report on equal opportunities and equal pay according to § 21 of the Remuneration Transparency Act (EntgTranspG)

**Appendix to the Management Report of DZ HYP AG
as of December 31, 2024**

27 February 2025

1. Introduction

Since the German Pay Transparency Act came into force on July 4, 2017, employers are obliged to prepare a report on equality and equal pay if they generally employ more than 500 employees and are required to prepare a management report in accordance with the German Commercial Code.

In accordance with section 22 (1), (3) and (4) EntgTranspG, DZ HYP's second report on equal opportunities and equal pay covers the financial years 2019 to 2023. The third report will cover the years 2024 to 2028 and will be published together with the management report for the 2029 financial year.

2. Average number of employees at DZ HYP AG

Year	2018*		2023	
	Women	Men	Women	Men
Full-time	214	466	214	459
Part-time	177	16	161	30
Total	391	482	375	489

* For 2018, the headcount of the former WL BANK and the former DG HYP was also taken into account (before the merger to form DZ HYP in July 2018).

3. Measures to promote equality between women and men and their effects

DZ HYP signed the Diversity Charter in 2012. The Diversity Charter is an employer initiative to promote diversity in companies and institutions, which advocates an appreciative and unprejudiced working environment.

All DZ HYP employees are required to attend regular training on the General Equal Treatment Act.

DZ HYP has a family-friendly corporate culture. The bank has been certified by berufundfamilie Service GmbH since 2013. Regular audits are carried out to assess its work-life balance programs. The award is a seal of quality for companies with a particularly family- and life-phase-conscious HR policy.

DZ HYP offers its employees a working environment in which they can optimally reconcile their professional and private needs. This includes flexible working hours, the option to work from home, various part-time models, as well as the opportunity to take special account of family and other private matters in a sabbatical of up to three months or by purchasing up to 20 additional vacation days. All part-time requests were fulfilled in the reporting period. Requests from employees who had reduced their working hours for an indefinite period were also supported and fulfilled wherever possible

DZ HYP covers the costs of external and independent support for its employees through the pme Family Service. This service helps them to cope with different phases of life:

- For parents, there are extensive advice and placement services on the topics of childcare, education and school. For childcare in special situations, pme Familienservice provides flexible, bookable places throughout Germany. During the summer vacations, DZ HYP offers holiday childcare for children aged four to twelve via pme Familienservice. A parent-child office is also set up at the Bank's main locations.
- Employees who care for relatives or acquaintances can obtain advice from the pme Family Service, in particular on issues relating to care insurance, financing care, various forms of care and home adaptations. The pme Family Service also supports them in finding specific outpatient or inpatient care solutions.
- The specially trained life coaches at pme Familienservice are also available to advise DZ HYP employees on other personal, family or professional challenges, such as addiction, stress, psychological strain, conflicts at work or financial problems.

DZ HYP strives for a balanced composition of women and men at all levels and in all positions. The German Act on Equal Participation of Women and Men in Leadership Positions in the Private and Public Sector requires co-determined companies with more than 500 employees, such as DZ HYP, to set binding targets for the Supervisory Board, the Management Board and the two top management levels (divisional and departmental management). The targets set by DZ HYP's Management Board in November 2020 for the proportion of women at divisional and departmental management level of 25 percent are to be achieved by October 2025. The targets reviewed and adopted by the Supervisory Board in June 2023 for the proportion of women on the Management Board (33 percent) and on the Supervisory Board (22 percent) were and continue to be met.

The proportion of women in management positions was 13.2 percent in 2018 and had increased to 18.6 percent by December 31, 2023.

In order to further increase this ratio, female employees of DZ HYP are specifically supported in their professional development through various measures such as in-house seminars and cooperation with networks for women. DZ HYP pays the annual membership fees for its female employees, e.g. for the women's network Nushu and for the network Women in Leadership - Initiative of the German Real Estate Industry for More Women in Leadership Positions.

DZ HYP also focuses on equal opportunities for candidates in the recruitment process for junior staff and trainee programs, as well as for internal and external vacancies.

During the period under review, DZ HYP took part in the annual Girls' Day and supported interested schoolgirls in their career orientation.

4. Measures to achieve equal pay for women and men

The remuneration of DZ HYP employees consists of a fixed remuneration component and a variable remuneration component based on the works agreement on the principles of variable performance-related remuneration, which has the same content in both companies.

The level of fixed remuneration is determined by the collective agreement for the private banking industry and, in the non-tariff area, by the status, market conditions and personal qualifications of the employees.

For employees who are remunerated according to collective agreements, the remuneration groups regulated in the collective agreement define gender-independent criteria for job evaluation and the associated remuneration, so that equal pay for women and men is established in the collective agreement remuneration system.

Salaries for employees not covered by collective agreements are determined based on their activities and qualifications. In addition, criteria relating to the labor market, performance and work results are taken into account in individual salary development.

The salary development of employees from the tariff area to the non-tariff area and within the non-tariff area takes place with the involvement of the responsible Works Council and DZ HYP's Remuneration Officer. The remuneration of all DZ HYP employees is also reviewed annually with regard to equal pay for women and men.

Thanks to all these measures, DZ HYP has a gender-neutral remuneration structure. Men and women are remunerated equally for the same tasks, suitability and experience.

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