

Breaking new ground

LB  BW

Excerpt from the ESG-Strategy 2025+

Landesbank Baden-Württemberg

OU 3310 ESG Group Transformation 01/01/2025



Our understanding of sustainability

In a world characterized by profound changes, we recognize the importance of **sustainable transformation** as a guiding path for our **future-oriented actions**. Every change also offers opportunities. Our mission is to find solutions together, drive innovation, tap into potential and pursue sustainable paths with conviction. Our commitment to ESG-compliant solutions is the key to reconciling **environmental and social standards** with **responsible corporate governance**.

Social action already played a decisive role over 200 years ago. Queen Katharina von Württemberg founded the Württembergische Spar-Kasse to combat the famine in Baden-Württemberg at the time, thus laying the foundation for today's LBBW. We have retained the basic values. To this day, we feel deeply connected to the people and companies in our region and beyond.

Sustainable action and economic success are not mutually exclusive. LBBW strives for a clear **focus on growth** and a **relevant position among its competitors** and stakeholders in order to be able to support and shape the **complex transformation processes as a reliable partner** to the economy.

Our understanding of sustainability goes hand in hand with the United Nations Sustainable Development Targets and the Paris Climate Agreement.



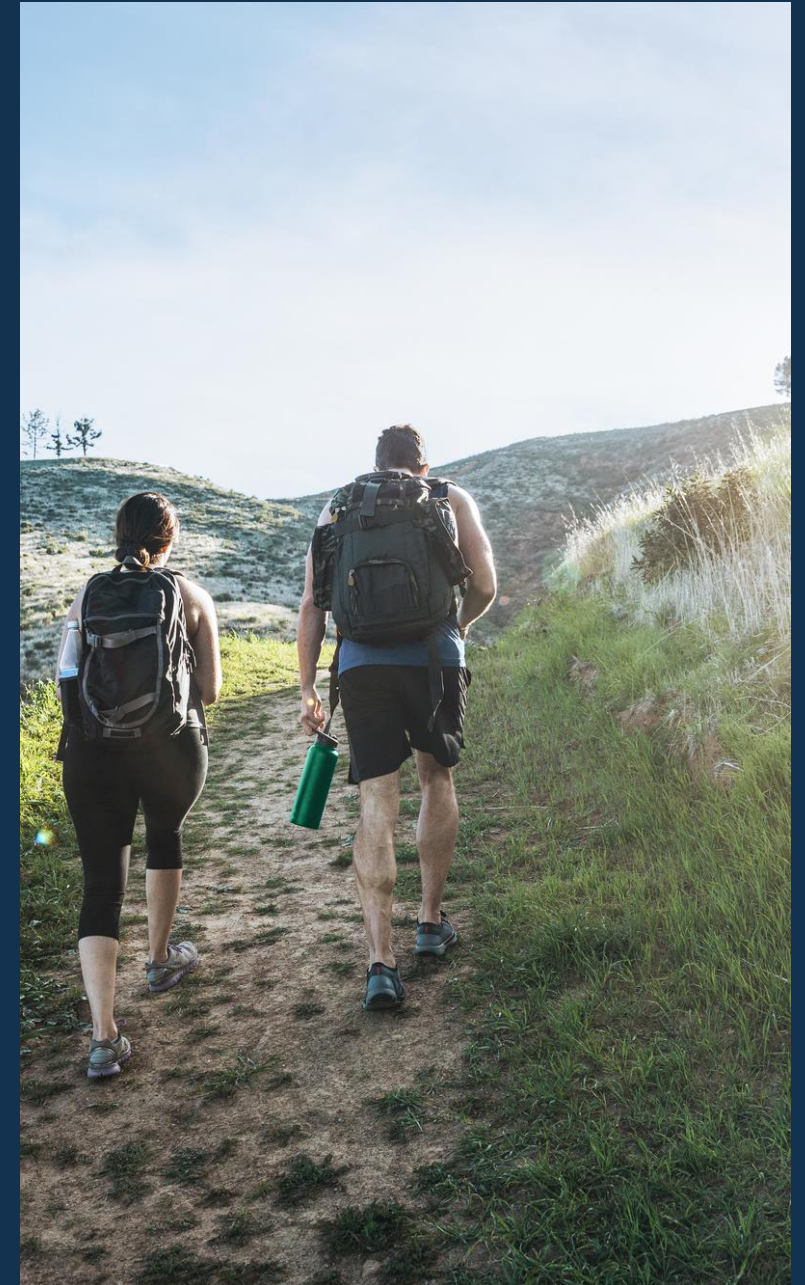
Shaping the future together

Every change offers new opportunities, which is why our ESG-Strategy is based on the motto "**Shaping the future together**".

With the ESG-Strategy 2025+, we are supporting to continue our growth path and defining the strategic direction for the coming years along the dimensions of **environment**, **social** and **governance**. Based on this, we derive our three overarching **goals: transformation, responsibility** and **stability**. This plan gives rise to focus topics that are underpinned by targets, measures and key figures.

The transformation of the real economy requires investments in the trillions. As a universal bank with regional roots, we play a key role in the sustainable transformation and support our customers on this journey. We take responsibility for the environment, make a contribution to society and manage ESG risks. Together with our customers, employees and society, we are shaping an environmentally friendly and liveable future.

We are ready for a **new era**.



Our sustainability vision and mission

Our vision

We are playing a leading role in the transformation of society and economy, as well as contributing to a more sustainable future.

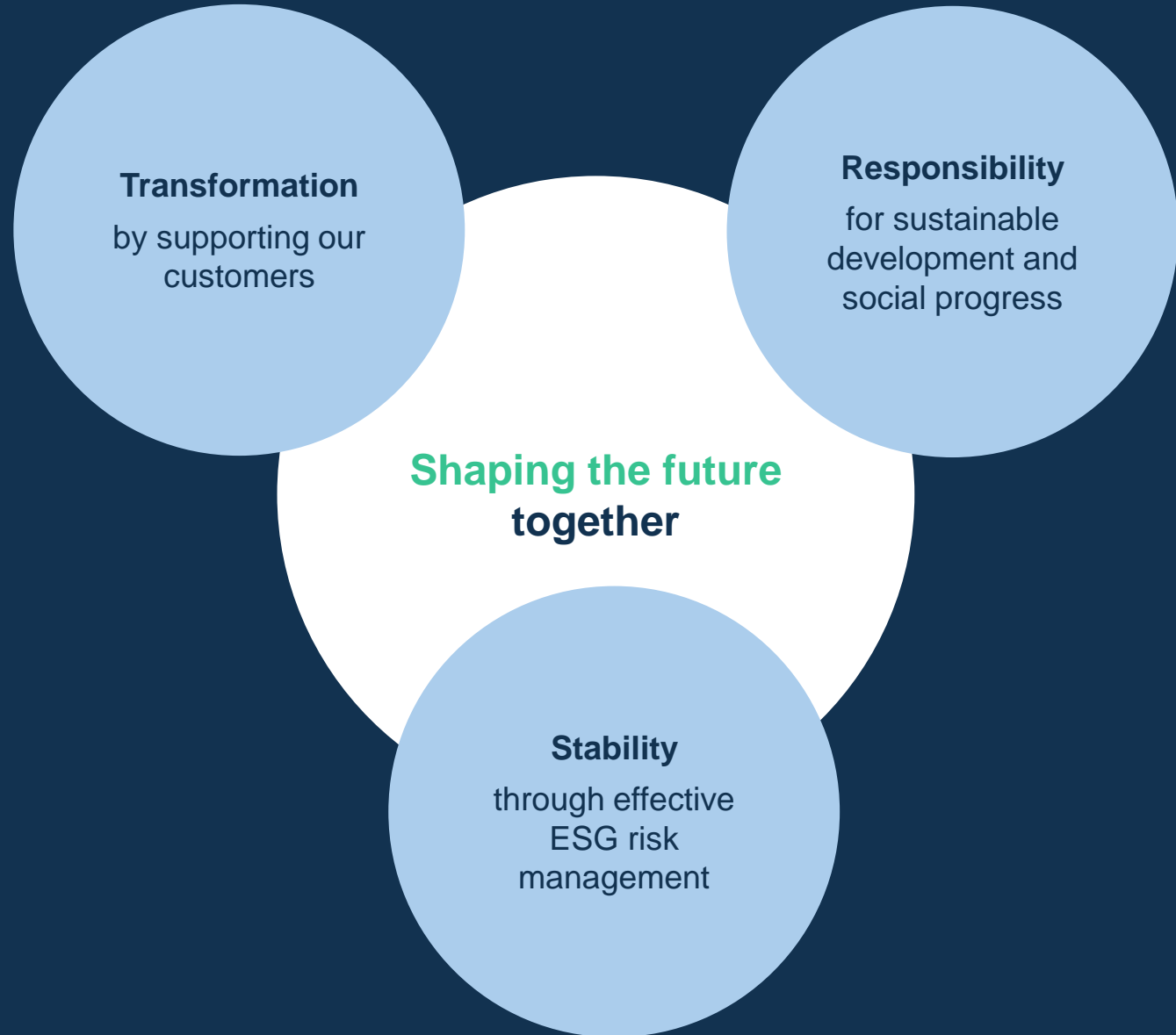
Our mission

As a strong, regionally rooted universal bank, we have been supporting the transformation of companies, the economy and society for more than 200 years. This is also our aspiration as LBBW Group for the future. We understand sustainability as an opportunity for further growth and relevance. Together with our customers, we are driving the sustainable transformation forward. We support our customers in all aspects of sustainable investments and financing. Furthermore, we accompany them on their way to more sustainable business models. In doing so, we lead by example and are constantly working to improve our own operations. We consider the interests of our stakeholders/shareholders in our actions.



ESG target

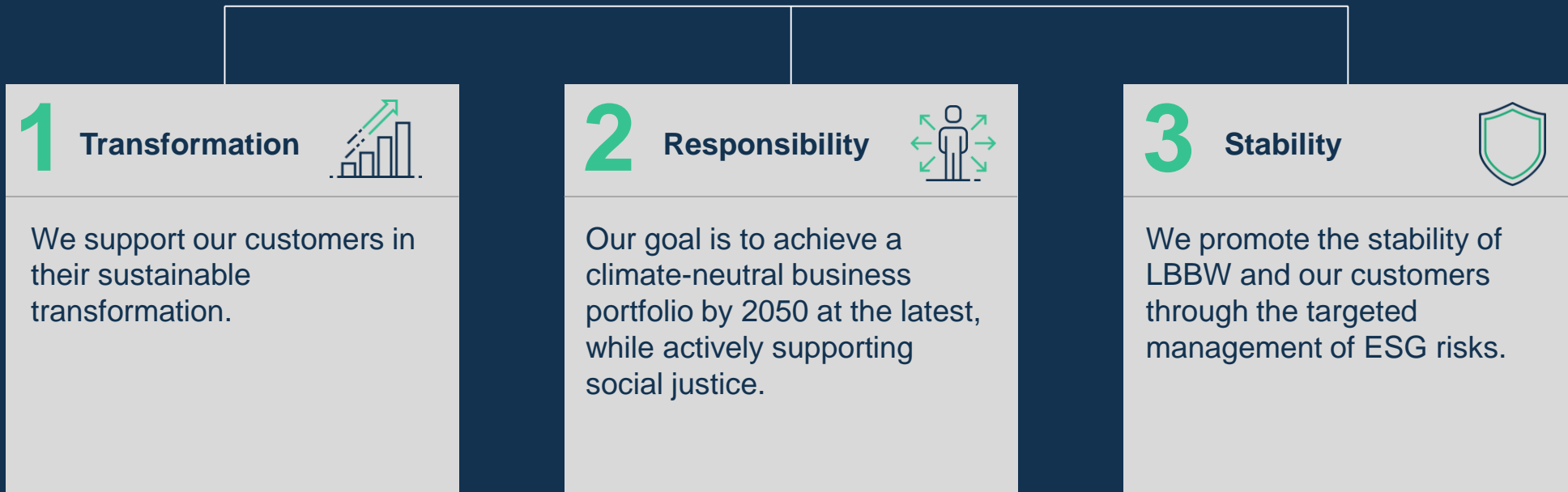
Ready
for a
new era



ESG-Strategy 2025+

Overarching strategic objectives

Growth and Relevance



ESG-Strategy 2025+

Strategic Focus

The **ESG-Strategy 2025+** complements the overarching business strategy and is the responsibility of ESG Management & Strategy. The ESG-relevant components of the business strategy are specified here.

A comprehensive analysis of current and future challenges and trends in the ESG environment was carried out to identify the focus topics of our **ESG-Strategy 2025+**.

The focus topics also include the material topics according to the double materiality analysis in accordance with the CSRD (Corporate Sustainability Reporting Directive), which takes into account both - the impact on the bank as well as the impact of the bank's activities on society and the environment.

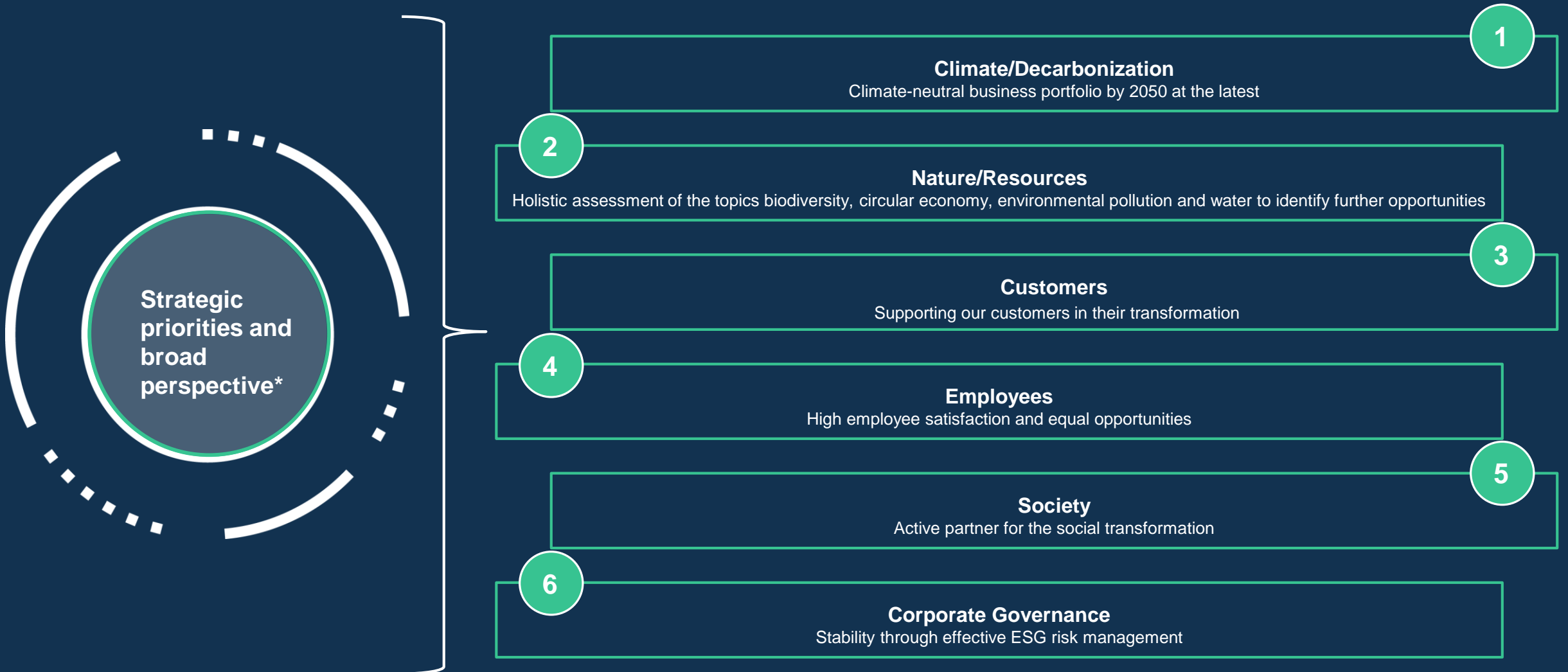
Six focus topics were identified for the **ESG-Strategy 2025+** along the dimensions of environment, social and governance, which contribute to the overarching objectives of transformation, responsibility and stability.



Our six ESG topics

	Description of the topics
Climate/ Decarbonization	In the context of climate and decarbonization , we focus on reducing greenhouse gas emissions in line with the Paris Agreement and actively support our customers on the path to transformation .
Nature/ Resources	Protection of biodiversity and natural habitats as well as responsible use of resources . Negative environmental impacts are to be minimized and ecological responsibility should be encouraged.
Customers	Focus on customer relationships , transformation support and customer satisfaction . Customers are supported with regard to sustainable financial services and investments, particularly in the social area.
Employees	Working conditions , diversity and equal opportunities as well as health and well-being contribute to the long-term satisfaction and performance of employees.
Society	Commitment and responsibility towards society . Business practices and decisions can have a positive impact on society.
Corporate Governance	Comprises values, norms and practices within the company that promote corporate management and corporate culture in order to enable the long-term success of the company.

Our ESG-topics with selected targets



* As part of the operationalization of the ESG-Strategy an ESG-Program with measures and key figures was also developed.

Together, we at LBBW are driving
sustainable transformation and
shaping the future – because
change starts with us.