

Create the future

**Report for the short financial year
from 1 January 2022 to 30 June 2022**

Remuneration Transparency Report 2017-2021

Remuneration Transparency Report 2017-2021

In accordance with Section 21 of the Act to Promote Remuneration Transparency among Women and Men (EntgTranspG), Berlin Hyp has the obligation to prepare a report on gender equality and equal pay, presenting the measures to promote gender equality among women and men and their impact, as well as measures to ensure equal pay for women and men. The report must also contain information on the average total number of employees and the average number for full-time and part-time employees, broken down by sex.

1. Measures to Promote Equality among Women and Men and their Impacts

Berlin Hyp firmly believes that diversity creates advantages out of opposites. In 2021, Berlin Hyp issued an Equal Opportunities Policy that applies equally to all employees in terms of its principles and the duty to promote diversity. The aim of the Equal Opportunities Policy is to foster an open corporate culture free of prejudice that allows employees develop their potential in the interests of the Bank's long-term success and contribute their individual talents.

Berlin Hyp is striving to integrate the equal consideration of all genders for management positions into the corporate culture to an even greater extent. As a result, the Berlin Hyp Board of Management approved the targets for female executives for the first and second management levels below the Board of Management. The target of 33 per cent should be reached at both management levels by 30 June 2025. This is supported by the following measures:

- In contracts with HR consultants: contract clause that is to promote the inclusion and identification of female applicants in the recruitment process
- The appointment of at least one woman to a wide variety of selection and observer committees
- Explicit inclusion of the subject of equal opportunities by the HR department when advising managers on HR matter (such as staffing)
- The application management tool, which can systematically record and evaluate the

adequate involvement of female applicants in every recruitment process of Berlin Hyp

As at 31 December 2021, 29.4 per cent of executives at the first level below the Board of Management were female and 28.6 per cent at the second level below the Board of Management. Overall, the percentage of women in management positions at all levels of management at Berlin Hyp is 28.8 per cent. Therefore, as at 31 December 2021, the proportion of female managers is stable on a high level. A significant increase has not yet been achieved, the reason being among others the absolutely low number of managers in connection with a low fluctuation in management positions. Fulfilling the target by 30 June 2025 is therefore considered to be ambitious but realistic.

Berlin Hyp actively encourages a healthy work-life balance, and therefore equal opportunities through flexible working time, workplace models and other measures. Trust-based working hours in conjunction with mobile working supports the employees to balance their work for Berlin Hyp with their personal and family activities. The employees can apply for capacity changes in their employment relationship at all times using a fixed process (workflow). An external advisory service, including work-life service, is provided for employees and their relatives in case of individual difficulties and problems.

2. Measures to Ensure Equal Pay for Women and Men

With regard to remuneration, as well, Berlin Hyp makes sure that female and male employees are put on equal footing. Our goal is a transparent, traceable, fair and competitive remuneration of our employees. As a member company of the Employers' Association for the Private Banking Industry that is bound by collective agreements, Berlin Hyp applies the collective agreements for the private banking industry. For employees not employed under collective agreements, the remuneration is determined on the basis of objectively weighted assessment criteria in accordance with the provisions of a works agreement. Variable remuneration was also determined on

the basis of relevant works agreements for all employees.

The application of these remuneration rules ensures a fair and transparent remuneration in the entire company.

3. Information on the Average Annual Number of Employees

	2017	2018	2019	2020	2021
Women (full-time)	176	173	172	178	185
Men (full-time)	277	281	285	278	276
Full-time employees	453	454	457	456	461
Women (part-time)	113	120	122	121	106
Men (part-time)	19	22	22	23	31
Part-time employees	132	142	144	144	137
Women (total)	289	293	294	299	291
Men (total)	296	303	307	301	307
Employees	585	596	601	600	598

