

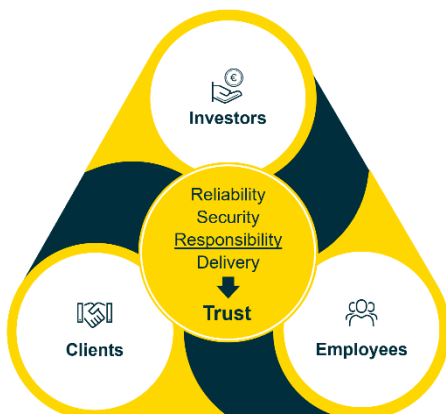


## Sustainability in the Corporate Strategy

### Growth and Transformation.

The strategy upgrade "Momentum" by Commerzbank brings together the interests of our three main stakeholder groups: customers, investors, and employees. The focus of this strategy upgrade is to maintain and strengthen the trust of stakeholders in Commerzbank.

Key drivers for this are security, reliability, delivery, and responsibility. Responsibility, in this context, represents the entire sustainability spectrum of "Environmental, Social, and Governance (ESG)," which we fully integrate into our actions.



## Sustainability Strategy

### Responsibility and Success.

We empower our clients with customised solutions and shape the sustainable transformation together.

Sustainability has been an integral part of our corporate strategy since 2020. Our targets are to achieve the United Nations Sustainable Development Goals (SDGs) and the Paris climate goal of limiting global warming to well below 2 degrees Celsius. To this end, we are steadily expanding our range of innovative and environmentally friendly products and our sustainable solutions for customers.



## Strategic environmental targets

Our net zero commitment is at the heart of the sustainability strategy adopted by the Board of Managing Directors. It is based on two pillars: We support our customers in their sustainable transformations and set a good example ourselves. We are pursuing this by means of three specific targets:

### Net zero portfolio



We aim to achieve net zero carbon emissions from the **loan and investment portfolio by 2050**. We have joined the Science Based Targets initiative (SBTi) to calculate and set intermediate portfolio targets.

### 10% sustainable loans



We want to **permanently allocate** at least 10 percent of our **new loan business** to sustainable projects and business models in order to actively support sustainable transformation.

### Net zero banking operations



We want to achieve **net zero carbon emissions** in our own operations **by 2040**.

## General Finance

### Sustainability criteria as a guiding principle

We have divided our portfolio into General Finance and Sustainable Finance. General Finance comprises all our financial transactions that fulfil our minimum social and environmental requirements and do not breach any exclusion criteria. These transactions do not have to meet the strict criteria of Sustainable Finance.

## Sustainable Finance

### Financial products for a sustainable future

Our sustainable financial products in the areas of loans, bonds, investment products, pensions, trade finance and treasury therefore aim to meet both environmental and social objectives to ensure a holistic approach to promoting sustainability and social prosperity. All financial products that we classify as sustainable are subject to internal review. This review is integrated into clearly defined processes for new products.

## Strategic targets in the area of social responsibility

We are proud of our motivated employees, who are the cornerstone of our company's success. We see our commitment to society not only as an ethical obligation, but also as a way of giving something back – to our employees and to society as a whole. That is why we have integrated social aspects into our business strategy and defined the following targets:



**40% women in leadership roles**

We aim to increase the proportion of **women in management positions** to 40% by 2030.



**Employee satisfaction**


Our target for 2025 is to maintain or improve on our 2024 employee satisfaction score.



Our diversity strategy is founded on trust and appreciation, and our focus is on people – with their various perspectives and talents. This has a sustainable impact on the success of the company and on society. With our new [Action Plan 2.0](#), inclusion becomes an even stronger part of Commerzbank's commitment to diversity and sustainability.


## Strategic targets in the area of corporate governance

For Commerzbank, sustainable corporate governance means that transparency and ethical behaviour have top priority. To meet this requirement, we have defined various fields of action and specific targets:



**Zero tolerance for corruption**

Our **clear stance** against corruption is a key Group objective. We implement comprehensive measures to prevent and detect corruption.



**Award-winning culture of integrity**

The **Culture of Integrity Score** measures our integrity as part of the Risk Culture Assessment. Our aim is to achieve top scores permanently.

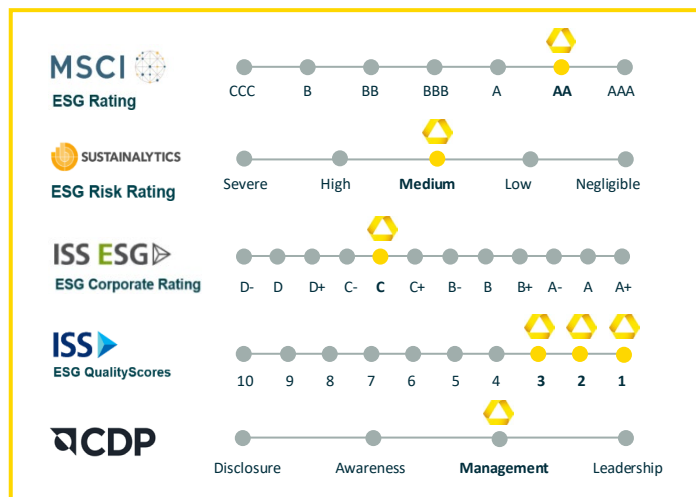
Solid values, binding codes of conduct and demanding voluntary commitments form the framework of our business activities. With the help of an extensive governance structure, we have firmly anchored sustainability in the corporate structure:



## ESG Ratings and Ranking

The results of our efforts are also reflected in our performance in sustainability ratings and rankings as well as through consideration in corresponding indices.

Note: Ratings and rankings are always based on individual calculations and methodologies, which makes it difficult to compare scores and results. Ratings also focus on different areas of sustainability.



## Awards

### Top ESG offering according to Capital study

Commerzbank again achieved the best overall rating among all participating banks and independent asset managers and received the award "Top ESG Offer".

### Corporate Knights "Global 100"

In 2024, for the sixth time in a row, Commerzbank is the only German bank to be included in Corporate Knights' "Global 100 Most Sustainable Corporations in the World Index" (G100). Overall, Commerzbank is ranked 89th. In a sector comparison, the bank is in 8th place.

## Memberships and Initiatives

We believe that a lively exchange is essential for companies to meet their obligations. That is why we are involved in numerous initiatives and memberships. For example, we have joined the **Science Based Targets initiative (SBTi)**, the **Net-Zero Banking Alliance** and the **Task Force on Climate-related Financial Disclosures (TCFD)**. We are also aware of the relevance of biodiversity, which we underline with our accession to the **Biodiversity in Good Company (BiGCI) Initiative**. As a founding member of **Germany's Diversity Charter** and signatory of the **UN Women Empowerment Principles**, we are also committed to promoting equality.

## Further Information

- [Sustainability Website](#)
- [ESG Framework](#)
- [Sustainability reports](#)

