



REPORT ON
GENDER EQUALITY
AND EQUAL PAY
2024

Breaking new ground

LB≡BW

Report on gender equality and equal pay

Landesbank Baden-Württemberg (LBBW) has, in accordance with sections 21 et seq. EntgTranspG to prepare and publish a report on gender equality and equal pay. This refers exclusively to LBBW (Bank).

The promotion of diversity and equal opportunities is firmly anchored in LBBW's sustainability goals and the guidelines of its human resources policy, particularly in the principles on "Equal Opportunities and Diversity". As early as 2008, LBBW committed to creating a working environment free of prejudice for all employees by joining the initiative "Diversity as an opportunity - the Diversity Charter of Companies in Germany" (www.charta-der-vielfalt.de). Diversity and equal opportunities at LBBW are monitored and supported by a diversity officer. As part of LBBW's new business strategy, which came into force in 2023, five strategic levers support its implementation and operationalization. Here, the topic of "employees" was anchored in the business strategy as one of the central issues via the strategic lever "Inspire Employees". Measures and initiatives to increase employer attractiveness and to promote and develop employees have been and are bundled in this lever and are reported on quarterly. The effectiveness of this measure is measured against the objectives of "high employee satisfaction", "further promotion of diversity, equal opportunities and inclusion" and "increasing the proportion of women in management". Furthermore, LBBW was once again successfully "re-audited" with the "Audit berufundfamilie" certificate from the Hertie Foundation. When filling top talent programs, attention is paid to gender balance. Proven offerings, such as mentoring for women and seminars for women, were continued.

The measures to establish equal pay for women and men are anchored in LBBW's remuneration systems in such a way that they are based on performance, results and the market. The fixed remuneration is generally based on the function performed and its value in accordance with the applicable collective agreements or, in the non-tariff area, in accordance with market conditions. Relevant factors for remuneration include the tasks and requirements of the position, the qualifications and skills required of the employee and sustained individual performance.

In principle, fixed salaries are reviewed once a year and the performance-related variable remuneration (bonus) is determined. The decision as to which employees receive an individual increase and/or bonus is made by the responsible manager. The proportion of women and men with measures and their average level are made transparent to managers as a decision-making aid.

Gender-specific remuneration is also disclosed in internal and external reporting, for example in the annual sustainability statement published in the management report of the annual report.

The following table shows the gender distribution of part-time and full-time positions.

Key personnel figures for LBBW (Bank) - average total number for 2024 (previous year's figures in brackets).

	Total		thereof women		thereof men	
Employees	8.276	(7.951)	4.257	(4.090)	4.020	(3.861)
Full-time employees	5.829	(5.537)	2.077	(1.950)	3.753	(3.587)
Part-time employees	2.447	(2.414)	2.180	(2.140)	267	(274)

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