

# Gender Diversity

## Policy

Version 1.3

Clearstream Banking AG

Clearstream Banking S.A.

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#### Version Table

Version No.	Date of change	Responsible Department	Reason for changes
1.0	July 2017	Human Resources	New Document
1.1	January 2018	Human Resources	Amendment and complete update of Point 5; including attachment "Continuation and improvement of current gender diversity measures; general adaption of wording
1.2	July 2018	Human Resources	Editorial change of heading: chapter 5 renamed from "Measurable Objectives" to "Measures to meet objectives"; replacement of terminology "senior management positions" by "management below the Executive Board (L5* and above Line Manager positions)".
1.3	November 2019	Human Resources	Editorial changes. Correction of spelling mistakes and update of Owner name under Chapter 6. Change in layout
	December 2020	Human Resources	Annual review without change
	December 2021	Human Resources	Annual review without change
	August 2022	Human Resources	Editorial changes. Adding reference to Article 435(2)(c) of Regulation (EU) No 575/2013 to Chapter 1.

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## **1. Purpose and objectives**

The purpose of this policy is to set out the approach and describe measures on how to increase the number of representatives of the under-represented gender in the Supervisory Board and Executive Board of Clearstream Banking S.A. and Clearstream Banking AG. With this policy, the Companies underline the benefits of having a balanced gender diversity and meet the requirements of Art. 27 (4) of the Regulation (EU) No 909/2014 of the European Parliament and of the Council of 23 July 2014 on improving securities settlement in the European Union and on central securities depositories and amending Directives 98/26/EC and 2014/65/EU and Regulation (EU) No 236/2012 ("CSDR") as well as part of the requirements of Article 435(2)(c) of Regulation (EU) No 575/2013 of the European Parliament and of the of 26 June 2013 on prudential requirements for credit institutions and investment firms and amending Regulation (EU) No 648/2012.

## **2. Definitions**

"Company" / "Companies" shall refer to Clearstream Banking S.A. and Clearstream Banking AG.

"Executive Board" means the Executive Board of each Company (executive function within the scope of the "management body" as defined by CSDR).

"Supervisory Board" means the Supervisory Board of each Company (supervisory function within the scope of the "management body" as defined by CSDR; the Supervisory Board only comprises "non-executive members").

"Board(s)" means the Executive Board and the Supervisory Board of each Company.

## **3. Scope**

This policy applies to Clearstream Banking S.A. and Clearstream Banking AG.

## **4. Principles**

- The Boards shall be composed of suitable members of sufficiently good repute with an appropriate mix of skills, experience and knowledge of the entity and of the market in which the Company operates.
- The Supervisory Board shall discuss and agree at least every five years on the target for the representation of the under-represented gender within the Boards.
- The Supervisory Board shall discuss and agree at least every five years on measurable objectives for achieving gender diversity in the Boards and decide on implementation

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measures. At any given time, the Supervisory Board may seek to improve one or more aspects of gender diversity and measure progress accordingly.

## **5. Measures to meet objectives**

### **5.1.**

The Supervisory Board aims to increase the representation of the under-represented gender in the course of the regular re-election. All appointments of Board members will be based on meritocracy, and candidates will be considered against individual concrete objective criteria, having due regard for the benefits of diversity on the respective Board. The Supervisory Board will not recruit members of the Boards with the sole purpose of increasing the under-represented gender to the detriment of the functioning and suitability of the Boards collectively, or at the expense of the suitability of individual members of the respective Board.

### **5.2.**

- The Company continuously drives to improve the situation of the under-represented gender as described below and visualized in the attachment to this policy (see I. Attachment).
- To raise the awareness of the under-represented gender situation regular gender reporting regarding target achievement are made and reported to the Supervisory Board.
- To maximize the pool of talented leaders of the under-represented gender, the Company makes use of programs to promote the representation of the under-represented gender on different leadership levels, such as the Female Executive Mentoring (FEM) program - which is a part of the gender diversity initiative of Group Deutsche Börse - as well as the Deutsche Börse Group's Women's Network. These programs shall encourage women to develop their competences, prepare them for senior roles and make them visible within and outside the Company.
- Within the Company's succession planning, a special emphasis is put on increasing the quota of the under-represented gender by identifying suitable deputies and potential successors within the under-represented gender already among the management below the Executive Board (L5\* and above Line Manager positions).
- Job, life, family programs and work flexibility are in place to foster a better work-life balance and thus support employees of the under-represented gender in the pursuit of their career and family goals.

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### 5.3.

Human Resources will continuously evaluate the progress and the effect of the efforts made to ensure that the measures taken are impactful and effective and to allow for corrective actions in the event that this is not the case.

## **6. Responsibility, Change History and Publication**

The Policy Owner is Global HR Business Relations - Post Trade, Data & Index (ZGT).

The publication, update (including annual review) and maintenance of the policy is the responsibility of the Policy Owner. The Supervisory Board will review the Policy at least every five years. Significant changes are documented for audit trail.

This Policy will be published on the website of each Company.

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## I. Attachment

### Continuation and improvement of current gender diversity measures

