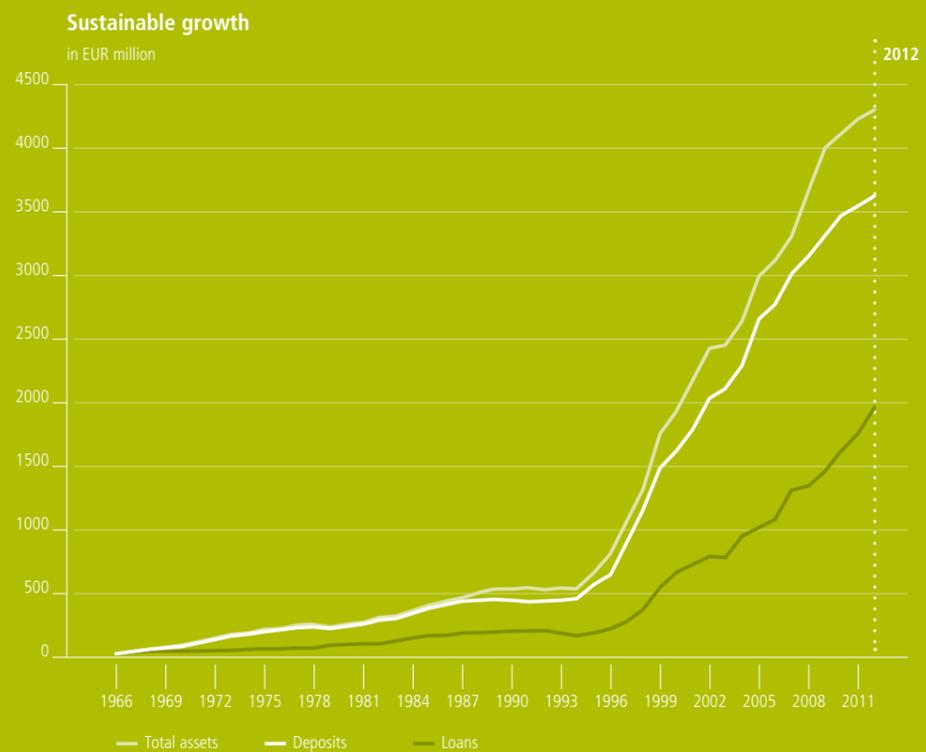




Annual report
2012



WHAT MOTIVATES US:

TAKING RESPONSIBILITY
IN ECOLOGICAL, SOCIAL AND ECONOMIC TERMS.



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Dear Sir/Madam,

What are our enduring memories of 2012? Germany and France both gained a new president, while the USA and Russia chose to keep familiar faces as their heads of state. New bailout programmes were put in place in Europe, but the future of the single currency and the financial situation in many eurozone countries remains uncertain. It was clear right from the start that the energy reform in Germany would come at a price, but last year forced many of us to face up to the fact that our electricity prices are set to keep rising increasingly sharply.

On top of all this, 2012 brought human tragedies as a result of natural disasters, such as Hurricane Sandy on the US eastern seaboard, and the ongoing conflicts in the Middle East. The banking sector also hit the headlines for all the wrong reasons once again. It emerged that several large banks had in fact manipulated the London Interbank Offered Rate (LIBOR), the daily benchmark interest rate used for interbank lending. This news confirmed many people's long-standing distrust of large financial institutions.

However, 2012 was also a good year in many regards. As a cooperative bank, we were particularly delighted to see our values – such as trust and taking responsibility for local communities and one another – explicitly honoured by the United Nations. 2012 was the UN's International Year of Cooperatives, an initiative which highlighted the cooperative concept as a global success story. For us, the major growth of the cooperative business model in general and the successful development of our bank in particular mean that we are already thinking about the future and working to preserve the many assets and resources that we currently manage for coming generations.



Getting to the root of the issue: our definition of sustainability.

Sustainability has been a popular buzzword for years now. Policy-makers, business leaders and academics are all increasingly reminding us how important it now is to promote sustainability. However, this idea is nothing new. It has always been anchored in the fundamental Christian belief that creation should be preserved for the future. BANK IM BISTUM ESSEN has been committed to doing just this ever since it was established. The term sustainability was originally coined by the forestry expert Hans Carl von Carlowitz back in the 18th Century at the court of electoral Saxony in Freiberg to describe the long-term protection and preservation of trees and woodland.

Last year, we – the BIB team – decided to reach for our spades and plant saplings near Ratingen as a symbolic way of remembering Carlowitz's legacy. It was all about getting back to the roots of sustainability. With this experience in mind, we would like to use our 2012 annual report to show you how sustainability can really be put into practice, what our customers and staff associate with sustainability, and how we as a bank integrate sustainability into all our business activities as an overarching principle. On the next few pages, we would like to invite you to go on a little journey back to the origins of sustainability by seeing what happens when very different people pick up a spade, plant a tree and tell us what sustainability means in their profession or their company.

We hope that you enjoy reading our 2012 annual report. If you agree with what you read, then get involved with BIB FAIRBANKING and become a member of a sustainable cooperative bank in which value-based actions are part of daily practice, not just an advertising slogan. You can make a difference as a member of our bank or as a benefactor and donor for our BIB FAIRBANKING foundation.

Essen, March 2013


Heinz-Peter Heidrich


Johannes Mintrop


Manfred Sonnenschein

WHAT MOVES AND MOTIVATES US.

Sustainability

SPADES ARE SIMPLE TOOLS. PEOPLE HAVE BEEN USING THEM FOR THOUSANDS OF YEARS TO DIG THE SOIL AND PLANT. THEY ARE EASY TO USE – EVERYONE KNOWS PRETTY INSTINCTIVELY WHAT TO DO WITH THEM. SPADES ARE SIMPLE AND EFFECTIVE, BUT CAN THEY SAVE THE WORLD?

Not exactly. Nevertheless, this spade symbolises our universal ability to take steps today to make sure the Earth remains a beautiful place for many generations to come. For example by using a spade to plant a tree. As the green lungs of our planet, trees and plants produce oxygen, absorb damaging carbon dioxide, provide a habitat for countless species of animals, give us fruit and offer a haven from the stresses of everyday life. Planting trees and preserving woodland is a way of respecting nature and ensuring that this planet offers our children and grandchildren a good quality of life. That is what sustainability is really about.

Making sustainable use of resources isn't just about the climate and the environment, however. Living together in a peaceful society also means developing ideas for the community of the future. After all, successful long-term development will only be possible if the necessary resources are used in a labour-saving, capital-preserving fashion and are not depleted prematurely. Lots of people are guided by the principle of sustainability but put it into practice in different ways, and that includes our customers and employees. Read on to find out what moves them, how sustainability can work in practice, and what they do to promote ecological, social and economic sustainability.



Acting sustainably means preserving our resources and wealth for coming generations.



JONA | Plant for the Planet Ambassador

Safeguarding the future

HOW CAN WE SAVE OUR FUTURE? THE GLOBAL CHILDREN'S INITIATIVE PLANT FOR THE PLANET IS DEDICATED TO FINDING ANSWERS TO THIS QUESTION, SUCH AS PLANTING 1,000 BILLION TREES ALL AROUND THE WORLD. STOPPING CLIMATE CHANGE AND THEREBY ENSURING THAT THE EARTH REMAINS HABITABLE FOR FUTURE GENERATIONS HAS BEEN THE KEY AIM OF PLANT FOR THE PLANET'S CLIMATE JUSTICE AMBASSADORS SINCE 2007. 15-YEAR-OLD JONA FROM DUISBURG IS ONE OF THEM.

»Climate change is a huge problem for the whole of mankind. We will only be able to avert catastrophe if we slash our CO₂ emissions worldwide,« says Jona.

He has been helping to fight climate change as a member of Plant for the Planet for five years. »We try to get adults' attention so that they will help us to plant trees and so convert as much CO₂ as possible into oxygen or store it as carbon,« he explains.

The initiative is proving a great success. More than 17,000 children around the world have already trained as Climate Justice Ambassadors. They have planted several million trees to date. This is evident in Jona's skilled use of a spade as he digs a hole for a sapling. Acting sustainably is just as important for him today as it was five years ago: »Us youngsters will have to carry the can in the future if we don't act sustainably today because the disastrous consequences of climate change will only be felt in 40 to 50 years' time.«



»Us youngsters will have to carry the can in the future if we don't act sustainably today.«

JONA



Supervisory Board

Father Dietmar Weber (OSC) CHAIR	Managing Director	Essen
Ludger Krösmann (Ass. jur.) DEP. CHAIR	Episcopal Financial Director	Essen
Christa Garvert until 20 August 2012	Managing Director	Rheinbrohl
Rev. Heinz Ditmar Janousek	Dean	Schwelm
Dr Heinz-Joachim Koch	Auditor	Bornheim
Dr Doris König	Managing Director	Duisburg
Auxiliary Bishop Franz Vorrath until 14 June 2012	Episcopal Vicar for Caritas	Essen
Silke Stremlau since 14 June 2012	Head of Investment Research	Wennigsen

Management Board

Dipl. Volkswirt Heinz-Peter Heidrich CHAIRMAN	Corporate Clients and International Business, Human Resources, Marketing, Public Relations, Internal Audit, Sustainability Management	Velbert
Johannes Mintrop	Credit Back Office, Accounting, Controlling, Organisation and Service, Technical Services	Essen
Manfred Sonnenschein	Retail Banking, Treasury, Borrowing and Securities	Hattingen

Managers of the business units and specialist divisions

Ulrich Callegari	Marketing/Public Relations	+49 (0)201 2209 305 ulrich.callegari@bibessen.de
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Klaus Peters	Organisation and Service	+49 (0)201 2209 530 klaus.peters@bibessen.de
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Alfred Zinke	Church Institutions	+49 (0)201 2209-420 alfred.zinke@bibessen.de

STEPHAN JENTGENS | Deputy Director of Adveniat

Safeguarding progress

ADVENIAT IS DEDICATED TO HELPING THE CHURCH IN LATIN AMERICA TO COMBAT POVERTY AND HELP CHILDREN AND YOUNG PEOPLE AT LOCAL LEVEL. ADVENIAT USES DONATIONS AND COLLECTION MONIES FROM MEMBERS OF THE CATHOLIC CHURCH TO HELP PEOPLE IN LATIN AMERICA HELP THEMSELVES BY IMPLEMENTING THEIR OWN PROJECTS.

»The principle of sustainability plays a role in each of these projects, which are designed to permanently tackle poverty and improve people's living conditions,« explains Stephan Jentgens, Deputy Director of Adveniat. All of the initiatives are also geared towards achieving ecological goals such as preventing the clearing of the rainforest. »However, we have to make sure that we have the support of local people when it comes to ecological issues and that we aren't trying to run before we can walk,« he emphasises.

As a non-profit organisation, Adveniat is very careful to use its own limited means and resources as sparingly and efficiently as possible. »Everything we buy – from energy to office supplies – has to fulfil exacting ecological requirements, which helps us to save more money,« Jentgens explains. His personal definition of sustainability is linked to the question: 'what do I really need?'. »In my day-to-day life, I often realise that I don't actually need some of the things I use or buy.«



» ... Combating poverty helps to pave the way for a sustainable lifestyle. «

STEPHAN JENTGENS



2012 business development

The sovereign debt crisis in parts of the eurozone and the sluggish global economy had a noticeable impact on economic growth in Germany in 2012. Although the country's economic performance picked up considerably at the beginning of the year as foreign trade became brisk at times, it lost momentum discernibly towards the end of the year. The slower pace of the global economy and the uncertainty surrounding further developments in the debt crisis had a significant impact on exports/imports and on capital expenditure by domestic firms. Across the year, foreign trade nevertheless made the greatest contribution towards increasing the gross domestic product, while investments as a whole did not stimulate any growth. However, private and public consumption expenditure boosted economic growth markedly. On the German labour market, the positive trends seen in recent years continued. Unemployment fell by 0.3 percentage points on the previous year and stood at 6.8 per cent. Inflation slowed down somewhat in 2012 and consumer prices rose by 2.0 per cent on average for the year compared to 2011.

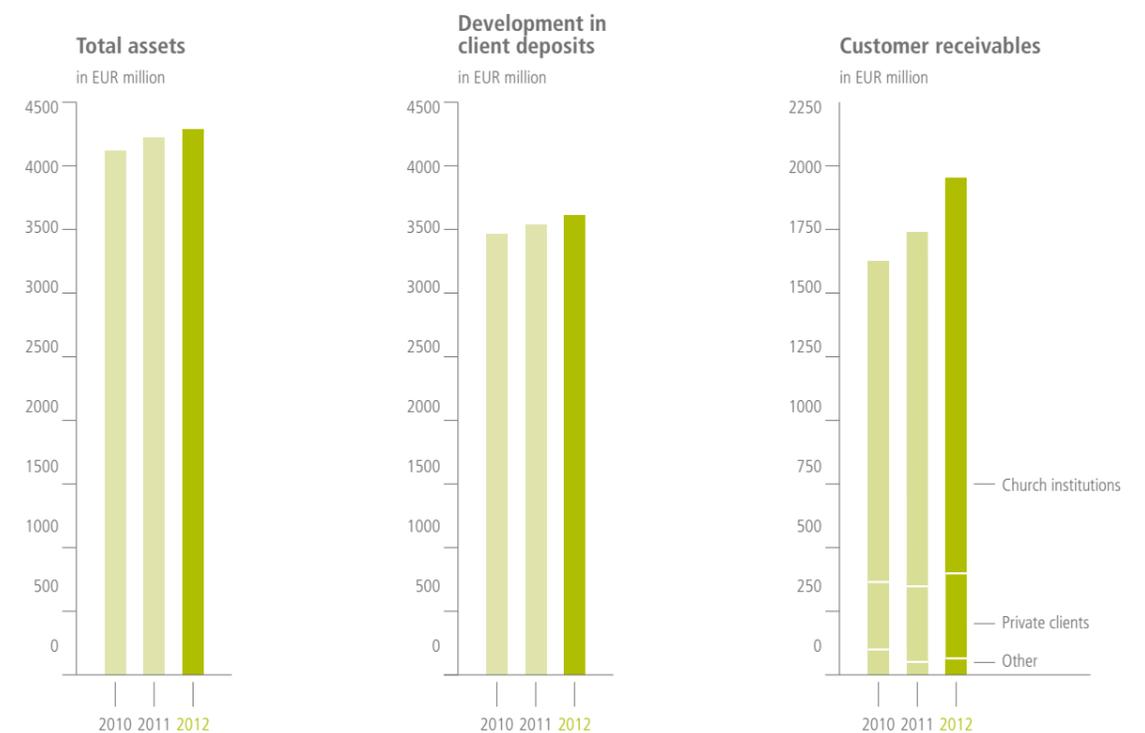
As in the previous year, the sovereign debt crisis in Europe dominated developments on financial markets in the eurozone in 2012. Having initially started the year in a calmer vein, the economic outlook darkened tangibly in the second quarter as the troubled eurozone countries were hit by further credit rating downgrades and problems at commercial banks in the peripheral eurozone economies fed concerns that the crisis would escalate unchecked. The political forces and institutions in the single-currency area reacted to the latest intensification of the sovereign debt crisis by providing additional assistance. The ECB strengthened its expansive monetary policy in 2012, cutting the base rate from 1.0 to 0.75 per cent in July and thereby taking it to a new all-time low. German federal loans profited from heightened demand once again in 2012. Against the intensely uncertain backdrop of another deterioration in the eurozone sovereign debt crisis, federal securities – deemed an extremely safe investment – benefited strongly from Germany's stable economy and budgetary position. At the end of December, the yield for federal loans with a remaining term of ten years was 1.31 per cent. 2012 was a year of highs and lows for DAX shareholders.

Following a brief upwards trend at the beginning of the year, gloomier economic prospects for Europe and the rest of the world, along with growing fears about the future of the eurozone, prompted prices to plummet on the European stock markets. In the course of this development, the DAX temporarily fell below 6000 points. It stood at 7612 points at the end of the year.

DEVELOPMENTS AT BANK IM BISTUM ESSEN EG

Business developments at our bank in 2012 were dominated by pleasing growth in deposits and very positive trends in customer loans. This shows that our clients fully endorse our philosophy of FAIRBANKING, i.e. offering personalised expert advice at fair prices. Thanks to our satisfactory profit situation, we will be able to distribute a dividend of 5 per cent to our members as well as further strengthening our equity capital. This will help pave the way for our bank to continue on its successful development course.

Total assets rose by EUR 71.7 million (+1.7 per cent) to EUR 4.3 billion in the course of last year. We were delighted to welcome 737 new customers last year, who contributed towards our bank's growth.



Client deposits increased by EUR 72 million (+1.7 per cent), with the sharpest rise in deposits due on demand. We made a conscious decision against stronger growth based on profit and risk factors. In our opinion, the tempting terms offered by some of our competitors are simply not viable for a sustainably managed bank. Banks that offer interest which far exceeds market rates have to invest this money speculatively and thereby encourage critical developments on the financial markets. Customers who manage their money responsibly should steer clear of these kinds of offers.

We cut bank liabilities by EUR 34 million (-7.1 per cent) to EUR 450 million. This item includes refinancing loans and investments by companies which hold a banking licence.

LENDING

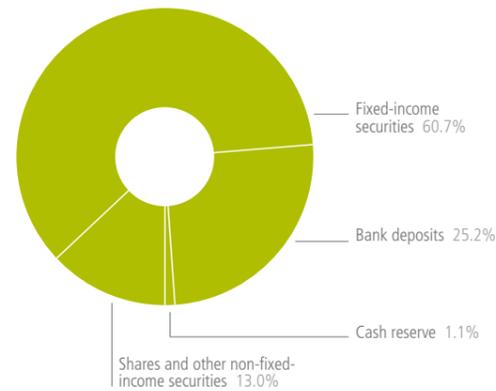
We continued our policy of controlled growth in lending as planned, focusing on profit and risk considerations. Customer receivables soared by a very pleasing EUR 212.4 million (12.1 per cent) to EUR 1.95 billion, far exceeding our expectations

This trend was also seen in our lending to corporate clients – which grew by EUR 166.8 million (11.9 per cent) to EUR 1.57 billion – and retail customer loans, which increased by EUR 31.2 million (10.3 per cent) to EUR 333.9 million. In order to diversify our portfolio, we also issued promissory note loans amounting to EUR 14.5 million, which are likewise included under customer receivables. The increase in customer credit was caused by brisk demand from our customers for private construction mortgages and investment loans issued to our church organisations. The majority of the outstanding credit consisted of loans. Bank overdrafts to church enterprises and overdraft facilities for retail customers played a lesser role here.

We were also able to build on the previous year's good figures in new lending. All in all, we approved 480 new loans worth a total of EUR 490 million. This represents a EUR 153 million increase compared to the previous year. Of this, 130 contracts were with church organisations and enterprises, totalling EUR 417 million, and 350 were with retail customers, totalling EUR 73 million.

Structure of own investments

in %



OWN INVESTMENTS

We could not utilise all our customer deposits for credit transactions, and therefore invested them in the financial and capital markets in accordance with our guidelines for ethical, sustainable BIB investment. In addition to our own portfolio, we also invested some of the resources in investment funds. Most of the resources here are invested in fixed-interest securities. They include bonds issued by public institutions, credit institutions and companies with good credit ratings, mostly in the investment grade sector. The portfolios are largely classified as fixed assets and valued using the diluted lower value principle. The bank has very few hidden encumbrances, which are more than covered by corresponding reserves.

We invested approx. EUR 25 million in our two KCD Global and Latin America microfinance funds. We regard these investments as permanent, in order to demonstrate that the creation of these funds is not intended to transfer any risks to our customers, but rather to offer them the opportunity to invest their money for twofold returns, both financial and social. Both we and our clients are therefore delighted that these funds are developing so well.

Some of our available funds are also invested in participating interests. Just over half of these are investments in property. The majority of the rest are stakes in affiliated cooperative companies.

In particular, we have significant investments in our cooperative central bank, WGZ Bank.

MEMBERS AND EQUITY CAPITAL

At the end of 2012, our bank was owned by 2,917 members. In 2012 – the International Year of Cooperatives – the bank succeeded in attracting the support of no less than 357 institutions and retail customers as new members. At year-end, our body of members was made up of 836 organisations and 2,081 individuals who held participations totalling EUR 53.3 million. On 31 December of the reporting year, the solvency coefficient was 11.34 per cent and the tier 1 capital ratio was 7.41 per cent, which marked a further year-on-year improvement. Last year's satisfactory profit situation will enable us to make a suitable addition to the bank's equity base, which is becoming increasingly important in light of Basel III.

INCOME

As a church cooperative bank, we are not a company that aims to maximise profits. However, it is essential that the bank generates reasonable profits to ensure it remains a sustainable going concern. In 2012, we once again succeeded in building upon the satisfactory income trend seen in previous years. Although net interest income – a key element of the bank's income – fell by approximately EUR 1.4 million to EUR 35.5 million – it still came in EUR 2.1 million higher than our cautious projected figure. By contrast, commission and other income rose by EUR 1.4 million, enabling us to match our 2011 operating result of EUR 41.7 million.

ADMINISTRATIVE EXPENDITURE AND RISK PROVISIONS

Administrative expenditure increased by EUR 1.8 million (10.0 per cent) to EUR 19.5 million due to non-recurring factors. This included personnel expenses of EUR 8.8 million, which were up EUR 370,000 (4.4 per cent) on the previous year due to hiring new staff, increases in standard salaries and higher pension provisions. At EUR 1.5 million, depreciation on tangible fixed assets was only slightly higher than in 2011. Other administrative expenses – which include donations and endowments by the bank – climbed by EUR 1.4 million to EUR 9.2 million. Risk provisions stood at EUR 2.2 million in the reporting year. This was EUR 3.5 million less than in the previous year. The figure included a transfer of EUR 1.1 million to reserves in line with 340f of the German Commercial Code (HGB).

NET PROFIT

At approximately EUR 20 million, the operating result before tax (EBT) was EUR 1.6 million up on the previous year (8.9 per cent). We paid just over EUR 6 million in tax – an increase of EUR 594,000 on 2011. Of the remaining profit after taxes (EUR 14 million), we transferred EUR 10.0 million to the fund for general banking risks as in the previous year. This left a net profit of EUR 3.9 million, some EUR 1 million (8.0 per cent) more than one year earlier.

As in previous years, we will propose paying a 5 per cent dividend on our members' participations at the bank's general meeting. The Supervisory Board endorses this move. The profit generated will also enable us to further strengthen our reserves – something that is necessary given the future capital adequacy requirements of Basel III for our lending business.

MARTIN KREYSERN | Foreign Customers and Sustainability Department

Safeguarding economic development

AS PART OF THE TEAM AT BIB'S FOREIGN CLIENTS AND SUSTAINABILITY DEPARTMENT, MARTIN KREYSERN HELPS TO BREATHE LIFE INTO THE CONCEPT OF SUSTAINABILITY EVERY SINGLE DAY. FROM MICRO-FINANCE IN CAMBODIA TO ENERGY EFFICIENCY IN RUSSIA AND EDUCATION SCHEMES IN ECUADOR, BIB INVESTS IN PROJECTS WHICH BOOST ECONOMIC, ECOLOGICAL AND SOCIAL SUSTAINABILITY ALL AROUND THE WORLD.

It is an issue close to Martin Kreysern's heart. Even before he started working at BANK IM BISTUM ESSEN, he had experienced microfinance in India and studied it in-depth at university. »It's crucial for us that we get to know the people responsible at local level and build up trusting, long-term collaborations with our partner institutions,« he says. Funded microfinance institutions are reaching more and more small business owners every year and are now able to offer a broader range of products – just two signs that these partnerships are a resounding success.

However, the bank does not aim to grow its activities with international clients at any cost. »We make sure the schemes have the right social ethos and ensure that end clients' rights are protected in day-to-day business,« emphasises Martin Kreysern. Building up a new business may be a long-term commitment, but successful entrepreneurs stand to gain twofold by reaping financial rewards and knowing that they have helped to improve social, ecological and economic structures around the world in the long term.



»We build up trusting, long-term collaborations with our partner institutions.«

MARTIN KREYSERN

Our employees

Most banks have well-qualified, friendly staff. However, if a company wants to succeed it needs employees who see their work as a vocation rather than just a job. It needs employees who understand the importance of their role and work in an environment shaped by trust and loyalty to one another. It needs employees who are not worried about losing their jobs, who receive fair pay, and who know that the bank will look after their health, their pension plan and their family.

At our bank, staff are not merely a production factor – they are people and their development matters to the bank's managers. We expect our employees to give their all, but we also create an environment that makes them want to do just that.

On 1 August 2012, we welcomed two new trainees to our bank as they took their first steps in their professional career towards becoming a banker. A total of eight young people undertook professional training with us last year.

EMPLOYEE NUMBERS INCREASE FURTHER

Most banks are laying off staff once again. However, we believe that cost-cutting alone demonstrates a lack of creativity. Business developments at our bank made it both possible and necessary to increase our workforce again last year. As of 31 December 2012, 116 people worked at our bank – four more than at the end of the previous year.



Barbara Franken
First-year trainee



Ansgar Müller
First-year trainee

EDUCATION: AN INVESTMENT IN THE FUTURE

Germany's most important resource may be intangible, but it is on everyone's lips: education. The country's Federal Ministry of Education and Research considers advancement through education and lifelong learning to be among Germany's major political and social challenges. There is a general consensus that we all have to continue to learn throughout our lives. Continuous further education is vital in order to cope with the challenges of the future and to confront them head on. Whether at school or at work, investing in education means investing in the future. At BANK IM BISTUM ESSEN, we therefore focus heavily on offering continuing professional development (CPD) for our employees, and in doing so we ensure that expertise and high quality standards will remain the hallmarks of our bank in the future.

Last year, we once again invested substantially in advanced training for our staff and increased the number of CPD days. 592 days were dedicated to training, which averages out to more than five days per member of staff.

All customer advisers at our bank take part in a sustainable investment course, 'ecoanlageberater' – which has won awards from UNESCO – in order to ensure they are specialists in this area. We do this because the concept of sustainability plays a key role at our bank.

WHAT WE DO FOR OUR EMPLOYEES

At BANK IM BISTUM ESSEN, this sustainability concept in all its aspects is represented by the FAIRBANKING brand. Amongst other things, FAIRBANKING means fair treatment of our employees. In addition to reasonable salaries and exemplary benefits, our aim is to strengthen teamwork and boost our employees' satisfaction and identification with their job. As part of our sustainability philosophy, we are particularly dedicated to being a family-friendly place to work.

For instance, young mothers can initially return to work part-time after their maternity leave. We help them return to work by paying to find a childminder, under an agreement with SkF Essen, a Catholic women's association, and contributing 50 per cent of the childcare costs. We also pay an additional monthly child allowance to all employees with children.

Furthermore, we subsidise lunch costs for our staff, either in the canteen at the General Curacy, at the training restaurant run by the youth charity Jugendhilfe Essen or through a caterer who offers our staff seven different meals every day. The bank gives all its employees a free company pass for the VRR public transport association, which entitles them to travel to and from work using the Rhine-Ruhr public transport network.

Given the ageing population and the demands of working life, the promotion of retirement savings and health measures is no longer a subject for the future, but an absolute must for a company that takes responsibility for its employees seriously. BIB supports private pension funds by paying an allowance equivalent to 75 per cent of a savings sum of 10 per cent of monthly income, up to a maximum of EUR 400 per month. Companies are expecting more and more of their staff and burnout is becoming a major issue. Just like other companies, we have a responsibility to maintain our employees' ability and willingness to work by putting a forward-looking health management scheme in place. We appreciate that good leadership plays a key role in health management and invest in relevant CPD programmes.

As well as running health seminars, we offer the following:

- Since 2008, a physiotherapist has been visiting the bank premises once a week, providing our employees with a back massage for a small fee.
- Our employees spend most of their working day sitting down; therefore we have invested in more ergonomic chairs and office furniture.
- We also have an agreement with the BodyGuard! Centre for Preventative Medicine at the Elisabeth Hospital Essen to provide a regular health check for all employees above the age of 35.
- We offer private accident insurance for our staff.
- »An apple a day keeps the doctor away.« Therefore we have been supplying fruit for our employees since summer 2012.

Our excellent staff attendance rate indicates that we are on the right track with our health management system. At 97.34 per cent, it is considerably better than the average for German companies.

Our employees' health is important to us, so we will keep working to optimise our health management programme.

LOYAL STAFF: A COMPANY'S BACKBONE

Numerous studies have proven it: satisfied employees make company success more likely, especially if they feel emotionally connected to their employer. Published annually, the Gallup Engagement Index confirms that employees with no emotional connection to their employer do not perform as well, are ill more often and change jobs more frequently. Disengagement costs firms up to EUR 125 billion a year.

For many people beginning their careers, a pleasant working atmosphere is even more important than higher wages or better advancement opportunities. Employee wellbeing is therefore necessarily associated with the wellbeing of the company. At BANK IM BISTUM ESSEN, we are delighted to have a loyal workforce. More than one third of our employees have been with us for more than ten years.

The average length of service at our bank in 2012 was an impressive ten years and seven months.

Significant anniversaries

10 YEARS



Herbert Gabriel Anne-Elisabeth Hartmann Alfred Lutze Dunja Mack Marina Paraskevopoulos

20 YEARS



Wilfried Hiepel Karlheinz Mizgalski Martina Müller Winfried Reese

25 YEARS



Peter Blazaizak Helmut Suhlmann

Numerous employees again celebrated significant anniversaries in their service to the bank in 2012, confirming the fact that our employees really identify with their work for us.

Herbert Gabriel, Anne-Elisabeth Hartmann, Alfred Lutze, Dunja Mack and Marina Paraskevopoulos all celebrated ten years at the bank. Wilfried Hiepel, Karlheinz Mizgalski, Martina Müller and Winfried Reese marked twenty years of service. There were also 'silver' anniversaries for Peter Blazaizak and Helmut Suhlmann.



BIB employees listen carefully to head forester Christoph Menzel.



Acting sustainably – with a spade in one hand and a sapling in the other.



The first few steps through the dense undergrowth on the way to plant the saplings.



Swapping suits for boots

BIB employees get their hands dirty to promote sustainability

IT'S COLD AND DAMP, AND THE SKY IS AN AUTUMNAL SHADE OF GREY. THE TREES ARE SO BARE THAT YOU COULD BE FORGIVEN FOR THINKING THAT THEY HAVE NEVER PRODUCED ANY GREEN LEAVES. IT'S NOVEMBER IN GERMANY. IT MAY NOT BE THE NICEST TIME OF YEAR FOR A WALK IN THE WOODS, BUT ALL THE STAFF FROM BANK IM BISTUM ESSEN NEVERTHELESS SET OFF TOGETHER LAST YEAR TO VISIT AN AREA OF WOODLAND NEAR RATINGEN. THEY HAD A CLEAR GOAL IN MIND: TO GIVE SOMETHING BACK TO THE NATURAL WORLD AND GET TO KNOW IT A BIT BETTER AT THE SAME TIME.

Anyone who talks about sustainability as much as BIB has to follow up their words with actions. The idea behind the staff day out was therefore to get back to the roots of sustainability – a concept which originally stemmed from forestry. 200 years ago, Hans Carl von Carlowitz – a senior mining official at the court of electoral Saxony – became the first person to promote the idea that wood and woodlands should be preserved in the long term.

His aim was to cut down only as many trees as could regrow; to use natural resources sustainably so that they would continue to provide people with a livelihood in the future. However, woodlands do not just provide a valuable habitat for flora and fauna. Trees are also the most important means of curbing pollution through greenhouse gases and stopping climate change in its tracks.



The wooden stakes showed where the saplings were to be planted. BIB employee Annette Grams was delighted to receive a special prize for finding the only red stake.

PLANTING TREES IS GREAT FUN

On their arrival in the woods, the BIB employees were welcomed by head forester Christoph Menzel from the private forest of Graf Spee. He explained to the bank staff how to plant a young tree. All of the employees then had the chance to show whether they had been listening carefully.

With a sturdy spade in one hand and a small sapling in the other, the BIB team enthusiastically set out to make their own small contribution towards preserving the woodland and the climate.

They combed the undergrowth on the forest floor, looking for the wooden stakes in the ground which marked the spots where the young trees had to be planted. With two or three vigorous cuts of the spade, they then dug out small holes for the saplings. Almost 100 young trees had soon been planted in the soil. After this successful planting operation, head forester Christoph Menzel took BIB's budding botanists on a guided tour of the woods to explain to them how sustainable forestry works.



Christoph Menzel is head forester at the private forest of Graf Spee, where only as many trees are cut down as can regrow.



CEO of BIB, Heinz-Peter Heidrich, presents a cheque for EUR 2560 to Climate Justice Ambassador Jona from the organisation Plant for the Planet.

But this day out with a difference was far from over. A 15-year-old boy from Duisburg also explained to the bank staff why it is so important to plant trees around the world. Jona is one of many young Climate Justice Ambassadors from the global children's initiative Plant for the Planet, who are dedicated to planting more trees to counteract climate change.

In recognition of the organisation's work, Heinz-Peter Heidrich, Chief Executive Office of BIB, presented Plant for the Planet with a cheque for EUR 2560 at the end of Jona's talk. The amount is equivalent to one euro for one tree for each member of BIB.

»It's our responsibility to make sure that the Earth is a good place for our children and grandchildren to live.«

HEINZ-PETER HEIDRICH



Learning about the natural world can be fun

A PAPER CHASE AT THE END OF THE DAY SHOWED THE EMPLOYEES JUST HOW MUCH FUN YOU CAN HAVE LEARNING ABOUT TREES AND WOODS. LOTS WERE DRAWN TO MAKE TEAMS OF TEN TO 12 AND ALL THE STAFF SOON DISCOVERED THEIR COMPETITIVE STREAK.

The teams had to stop at six points and complete different tasks. Tawny owl, chaffinch or jay?: identifying birdsong correctly was just one of the six challenges. The employees also had great fun with the fir cone throwing challenge, which saw one member of each team holding up a woven basket and catching the cones thrown by a colleague. Their strength and coordination were also put to the test in a tree trunk sawing competition. At the end of this sustainable company outing, prizes were awarded to the winning team.

From executives to trainees, the BIB employees did more than just rediscover the roots of sustainability. They also made a small contribution towards putting it into practice. What's more they had great time doing it.

Successful teamwork: the winners of the woodland paper chase proudly show off their pine cone trophies.



Work then play: the BIB staff catching cones and sawing tree trunks.



Collaborations

As a church cooperative bank, we naturally believe that cooperation is the only basis for success in the long term. BANK IM BISTUM ESSEN has therefore been cooperating for many years with reliable and highly competent partners within networks that create synergy effects.

As an all-purpose bank, we offer our customers comprehensive financial planning services. For specialist areas such as building society savings, insurance or fund products, we work in close collaboration with our partners in order to utilise their experience and expertise in these fields. As a church bank with a unique customer base, we also have partners which specialise in the requirements of church organisations and their employees.

Our trusted investment fund company Union Investment is also part of this cooperative financial network (Genossenschaftlicher Finanzverbund). In 2012, the highly respected financial magazine Capital awarded Union Investment the top mark of five stars for the tenth time in a row for its fund quality, fund management, product range and service.

This is something no other fund company has ever achieved, which is why Capital also named Union Investment 'Fund Company of the Decade'. No wonder more than four million clients have investments with Union Investment. For our bank, this is yet another advantage of working together with the very best companies in the sector.

Our comprehensive range of financial services also includes building society savings and insurance. In these areas, the Genossenschaftlicher Finanzverbund is again exceptionally well placed, as it counts Schwäbisch Hall among its members – the biggest building society in Germany with the largest customer base comprising 6.7 million customers, making it another strong partner for us.

When it comes to church insurance, our retail customers can rely on our expert partner BRUDERHILFE PAX FAMILIENFÜRSORGE. This church enterprise is the leading insurance provider for churches, church-run welfare organisations such as Diakonie and Caritas, and voluntary welfare charities. It is strongly committed to the Church and society, and offers all-purpose insurance and financing products for private individuals based on its core business principle of solidarity. The products offered by BRUDERHILFE also regularly receive recognition from the consumer organisation Stiftung Warentest.

Our partner in the field of insurance for church and social organisations is Pax-Versicherungsdienst, a company with a long tradition. Pax-Versicherungsdienst not only provides insurance for our customers, it also vets the insurance policy we share with other church banks and PAX-Vereinigung Katholischer Kleriker e.V.



The capital investment company AACHENER GRUNDVERMÖGEN was founded over 30 years ago as part of a collaboration between church organisations, and is now our partner for our church organisations. The core business of AACHENER GRUNDVERMÖGEN is managing a property fund where exclusively church organisations have the opportunity to invest. The capital investment company also offers customised property investment products for institutional investors. Over 2,200 church investors have already put their trust in the AACHENER investment strategy, which is based on longevity, sustainability, security and profits.

In many specialist areas, we work closely with collaborators that are suited to us and our customers. In choosing these partners, we do not just look at the companies' specialist expertise and how well they can serve our customers. We also consider a good interpersonal working relationship to be very important and fundamental for a collaboration based on trust. Given our positive experiences to date, we can be confident that these partnerships will continue to be a success in the future. When it comes to our customers and our partners, the same principle applies: together we can achieve more.

CHRISTIANE FUCHS-PELLMANN | *Managing Director of KDFB Germany*

Safeguarding equality

THE GERMAN CATHOLIC WOMEN'S ASSOCIATION (KDFB) HAS A PROUD HISTORY: ITS MEMBERS HAVE BEEN STANDING UP FOR WOMEN'S RIGHTS IN THE WORKING WORLD, FAMILY, CHURCH, POLITICS AND SOCIETY EVER SINCE 1903. THEY ARE DEDICATED TO ENSURING EQUAL RIGHTS FOR MEN AND WOMEN IN ALL ASPECTS OF LIFE.

As an independent educational association with strong Christian values, the KDFB's objective is for men and women to live side by side in a spirit of partnership – both in society as a whole and in the Church – and to take joint responsibility for the future. Christiane Fuchs-Pellmann, Managing Director of KDFB Germany, believes it is important for the organisation to respect all three dimensions of sustainability, i.e. society, ecology and the economy, in its projects. »We actively involve our members in our campaigns, clearly highlight our shared responsibility for the environment and our communities, and aim to teach people about more sustainable consumption,« she explains.

A range of projects have shown her that there is considerable need for more information among participants, especially when it comes to adopting an eco-friendlier lifestyle. One such example is how households can generate their own power using renewable energy. Christiane Fuchs-Pellmann knows exactly where the concept of sustainability stems from and is delighted about every new tree that is planted: »That's why we at the KDFB are happy to support the Plant for the Planet organisation and its young ambassadors.«



»We actively involve our members in our campaigns ...«

CHRISTIANE FUCHS-PELLMANN



Sustainability report

2012 was supposed to be a great success for sustainable environmental development. Senior politicians and scientists met at the United Nations' Earth Summit in Rio de Janeiro in June, 20 years after the First World Climate Conference. Their objective was to establish how much progress had been made in achieving the internationally agreed targets for sustainable development and to address new problems faced by the global community. Unfortunately, the summit showed us that not all the relevant political and social players have grasped the fact that there is no alternative to Earth and that preserving creation is vital for mankind.

BIB's actions are based on the concept of sustainable development. We describe this company policy as FAIR-BANKING, meaning the combination of economic, social and environmental responsibility. By joining the Global Compact Initiative (in which companies and other organisations voluntarily commit to ensuring their economic activity is socially and environmentally beneficial), we have indicated our readiness to report on the progress

of our bank when it comes to the implementation of our socio-ecological responsibilities. We do this by reporting to the Supervisory Board and publishing this annual report. In addition to this, we use our company's website and our FAIRBANKING customer magazine to communicate with our customers, our cooperative members and the general public about relevant issues.

- | | | |
|------------------------|---------------------|--|
| HUMAN RIGHTS | Principle 1 | Businesses should support and respect the protection of internationally proclaimed human rights. |
| | Principle 2 | Businesses should make sure that they are not complicit in human rights abuses. |
| Labour | Principle 3 | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. |
| | Principle 4 | Businesses should uphold the elimination of all forms of forced and compulsory labour. |
| | Principle 5 | Businesses should uphold the effective abolition of child labour. |
| | Principle 6 | Businesses should uphold the elimination of discrimination in respect of employment and occupation. |
| Environment | Principle 7 | Businesses should support a precautionary approach to environmental challenges. |
| | Principle 8 | Businesses should undertake initiatives to promote greater environmental responsibility. |
| | Principle 9 | Businesses should encourage the development and diffusion of environmentally friendly technologies. |
| Anti-corruption | Principle 10 | Businesses should work against corruption in all its forms, including extortion and bribery. |

A SUSTAINABLE MARKET

As a church cooperative bank, our target groups are Christian churches as public sector bodies, church and charitable organisations and enterprises, associations, religious communities, foundations and all institutions that serve the interests of churches, as laid down in the articles of association of BANK IM BISTUM ESSEN eG. We have long since extended our customer base to cover not-for-profit organisations such as charitable foundations, pension funds, occupational insurance associations, etc. Our retail customers are employees of church organisations or share the values of the Christian church – our values. None of our customers are companies that focus exclusively on profit-making. Our members consist of church organisations and their employees, spouses and children.

SUSTAINABLE ACTION: OUR LENDING BUSINESS

The bank was founded in 1966 as Darlehenskasse im Bistum Essen eGmbH. One of the main tasks of the company, as specified by its founding fathers, has become increasingly important over the years: providing church organisations with credit and advice on financial matters. The bank's corporate credit customers all undertake social activities, focusing on healthcare and social services, and are usually based in Germany. In recent years, we have expanded to include numerous microfinance institutions in developing and transforming countries, offering them refinancing loans. As part of our sustainability strategy, in addition to the social components of fighting poverty and encouraging development, these transactions also bring in profits for the bank. We are also seeing a growing demand for financing products that focus on renewable energies, energy efficiency and other environmental issues.

Multilateral development banks such as the European Bank for Reconstruction and Development (EBRD) in London and the Inter-American Development Bank (IDB) in Washington are now keen to work with BANK IM BISTUM ESSEN. Of our retail lending portfolio, 98 per cent consists of property financing, focusing heavily on the owner-occupied sector. In the interests of both customers and the bank, our advice focuses on ensuring sustainable loan servicing capacity. Programmes that support eco-friendly construction – e.g. the modernisation of houses to make them more energy-efficient – are always considered as a matter of course. We do not actively offer consumer credit, which is the cause of many people's debt problems, nor do we advertise such credit. The criticism of banks in Germany that demand excessively high interest for overdraft facilities on employees' salary accounts does not apply to BIB, as our overdraft interest is always far below the market average. Our prices for lending are fair. We calculate our terms with all due consideration of processing, risk and equity capital costs, as well as entitlement to profits that are intended to secure the long-term existence of the bank rather than serve as profit-maximising tools. Although this entitlement to profits is relatively low, processing costs are kept down as they are handled very efficiently, and risk costs are also excellent thanks to the above-average credit ratings of our customers. The price of the loans we offer is the interest rate. We do not charge processing fees or any other (hidden) fees. However, when it comes to providing loans for development financing abroad, we sometimes have no choice but to charge processing fees because the due diligence costs are so high. Nevertheless, this does not impair our competitiveness, because our return expectations are more modest than those of our competitors.

SUSTAINABLE TREASURY MANAGEMENT

Because customers have a great deal of trust in a church cooperative bank, BIB has a sizeable net liability position and therefore needs to invest heavily in the financial and capital markets. In order to avoid counteracting the bank's sustainable retail lending business by making unethical investments in the financial markets with its own funds, BIB has long since added ethical criteria to the three classic investment pillars of profit, security and availability. This principle is anchored in our 'Guidelines for ethical, sustainable investments by BANK IM BISTUM ESSEN', which include negative and positive criteria for socio-ecological justifiability and incorporate the best-in-class approach.

We believe that a sustainable company analysis is a better way of identifying various risks such as reputational risks, consumer boycotts and the legal consequences of unethical corporate behaviour. However, we also acknowledge that such analyses exceed our in-house capabilities. For this reason, the bank works with imug, an independent research institute in Hanover. Shares and bonds undergo a multi-tier selection procedure to assess their sustainability. The list of criteria used is regularly reviewed by our own sustainability committee. The bank's aim is to harmonise all its investments with financial and socio-ecological criteria, whether those investments are loans to customers or financial and capital market investments. We know that capital market investments are a tricky topic from the point of view of sustainability. For one thing, information about listed companies is rarely complete when it comes to social and environmental responsibilities. Furthermore, there are often major differences in opinions about moral questions in society, as well as amongst the members and customers of the bank.

This means that we find ourselves, along with our customers, advisers and interested initiatives, in an ongoing search for ethical, sustainable investments in line with socio-ecological considerations, knowing full well that there neither is nor will be a perfect, incontestable solution. Based on these criteria and our bank's own standards, a comprehensive analysis was completed on 31 December 2012, which concluded that a low percentage – 4.48 per cent – of our own investments were in 'unacceptable' institutions. We are working to improve this figure further, but it should be noted that changing volumes in our investment portfolio alone can cause fluctuations.

OFFERING FINANCIAL PRODUCTS ON FAIR TERMS

As mentioned above, bank assets relating to both its lending and its financial and capital market transactions must comply with ethical, sustainable criteria. Clients can therefore invest their money in good faith in all the on-balance-sheet products that the bank offers in various forms of savings, fixed-term and time deposits with a term of up to ten years. This covers almost everything a client could wish for. Terms are calculated fairly and are at the top end of the average in the competitive environment. However, customers must also be fair and not expect phenomenally high interest rates for their deposits.

'Working towards tomorrow today' – this is the slogan we use to advertise our sustainability fund, which we established together with the other church cooperative banks in Germany and the capital investment company Union Investment. A diversified fund was set up back in 1990 under the name of KUC Fund. It has since been absorbed into the KCD Union Sustainable fund family established by the cooperative banks for the church and social welfare organisations Caritas and Diakonie with the KCD Union Equities and KCD Union Bouds funds in 2001. With the fund concepts, we developed realistic, practical procedures for selecting securities that take into account the central requirements of Christian social teaching, as well as offering investors attractive opportunities for increasing the value of their portfolios.

Sustainability is established in a multi-tier selection process, focusing on social and environmental analysis. First, the investment universe is defined by region and currency. When selecting the investment universe, imug analyses around 2800 companies in accordance with clearly defined exclusion criteria as well as negative and positive criteria. We exclude any companies that produce alcohol or tobacco products, manufacture arms and military products or violate the core labour standards of the International Labour Organization (ILO). We also do not allow gambling game providers to join our fund.

The exclusion criteria also include pornography, abortion, child labour, systematic corruption and cluster munitions. The analysis company Lipper has confirmed that investment in the KCD Union Sustainable MIX is also worthwhile in terms of financial returns, and that the fund is one of the best.

In addition to the KCD Union Sustainability funds, we also actively offer funds from Swiss sustainability experts Sarasin. We have also launched the INVESCO fund for foundations, which caters for institutional customers and also draws on advice from imug regarding sustainability management. It has been awarded the 'Diversified Fund of the Year' award by EcoReporter several times. Our range of microfinance funds places special emphasis on promoting development and fighting poverty in developing and transforming countries and consists of the Dual Return Funds Vision Microfinance and responsAbility Microfinance Fund. We have also launched two funds for institutional, professional investors in Luxembourg: Dual Return Funds Vision Microfinance and responsAbility Microfinance Fund. The special feature of these funds is that they are managed by BIB. Each microfinance institute (MFI) is first visited by bank employees and then subjected to due diligence in relation to financial and social sustainability before being included in the fund. The bank and its two KCD Microfinance funds joined the Smart Campaign in 2011, and therefore endorse the Client Protection Principles (CPP) designed as a safeguard for end users of microfinance products. BIB has placed part of its loans to microfinance institutes within this fund and has also contributed a major sum to the fund itself.

THE SIX CORE PRINCIPLES OF THE SMART CAMPAIGN

Protecting consumers by means of:

- Avoiding over-indebtedness
- Transparent and responsible pricing
- Appropriate collection practices
- Ethical staff behaviour
- Mechanisms for redress of grievances
- Privacy of client data

We rolled out the first microfinance saving account in Germany for our retail customers in April 2011. This offers any customer at our bank the opportunity to invest their money securely in return for a commensurate rate of interest and guarantees that the funds are helping to combat poverty.

SUSTAINABLE ADVICE

When it comes to customer advice, we only hire well-qualified employees, usually bankers who have completed corresponding further education and study courses. All customer advisers complete a specialist 'ecoanlaugeberater' course in the marketing of sustainable investments. After studying eight comprehensive modules on this course, they become certified advisers for sustainable investments and are considered qualified to assist our customers in all matters of responsible socio-ecological investment. In addition to this, a number of staff from our Financial Consultancy team have completed training at ADG Business School to qualify as certified foundation advisers. Our motto here is that client advice should always be based on the customer's needs, irrespective of the profit interests and business of the bank itself. Of course, none of our employees receive commission or sales-related wages.

SUSTAINABLE OPERATIONS

When it comes to upholding its socio-ecological responsibility, it is not enough for BIB simply to recommend sustainable investments to customers and to undertake the bank's own investments with all due consideration of sustainable criteria; the bank's operations must also be sustainable. For us, this means safeguarding the financial sustainability and thus the existence of the bank through cost-effectiveness measures and minimising the use of resources. We have set an upper limit of 50 per cent for our cost-to-income ratio. The measures initiated in recent years are geared towards achieving these cost-effectiveness targets and reducing the resources we utilise, i.e. improving our ecological footprint. We limited the carbon emissions of all our company cars to a maximum of 140 g/km several years ago.

SUSTAINABLE HUMAN RESOURCES MANAGEMENT

Since 1 November 2011, we have been using the 'GoGreen' climate protection programme offered by Deutsche Post to make the transportation of our bank's business correspondence climate neutral.

On 1 December 2011, we switched to hydroelectric power for 100 per cent of our electricity usage.

Our energy usage is also systematically monitored and optimised. Each member of staff is expected to play their part. We are proud of what we have achieved so far, but there is still room for improvement:

- In 2012, the bank's heat recovery system reduced the energy used for heating by a total of 387,317 kWh and the power used for cooling by 20,163 kWh thanks to absorption cooling.
- Our total use of district heating fell by almost 9 per cent as a result, with an 11 per cent reduction per employee, although when comparing figures year on year, the winter weather must always be taken into account.
- Following 2011's all-time low, water consumption per employee rose again by almost 13 per cent. The total amount of water used also increased slightly. However, this was partly attributable to serious water damage caused by a pipe bursting overnight. This means we need to work even harder to minimise water usage in future.
- Electricity usage per employee was cut again by almost 6 per cent in 2012, having fallen by 7 per cent in the previous year. Total consumption also shrank by 2 per cent.
- Use of photocopier paper was also significantly reduced, down almost 19 per cent per employee. However, 700,000 sheets of paper were still used in 2012 in total, indicating that we still have a long way to go to make our offices paperless.

The first question that our HR management team addresses is what sort of employees we want to have: indeed they are not necessarily those that would normally be desired – we want people who, in addition to having expert qualifications, also share our Christian values of sustainability and want to contribute to the promotion of justice in our globalised society and to preserve creation. The prerequisites for this are basic training with a humanistic focus and business qualifications, which we provide to a high standard with our excellent training rate. Our employees must also display integrity in their business dealings. This includes honesty and sincerity, fair dealing and justness, thrift and moderation, orderliness and diligence, vision and determination, and not least the humility and love of people that any service provider needs. The commitment that BIB employees make to society is also demonstrated by the fact that most of them work as volunteers in their free time, which the bank is happy to support.

As socio-ecological issues are an integral component of our corporate strategy and our daily business and we offer meaningful work in this regard, we believe we are and will continue to be in a good position to attract great employees in the future amidst strong competition. Of course, recruitment is also made easier by the fact that employees are also members of our cooperative bank, and therefore co-owners with corresponding rights to vote at the General Assembly. We do not need or want those who wish to maximise their income with the aim of hitting six figures by the time they turn 30. The talented people who are interested in our bank are not attracted by an exorbitantly high salary. Nevertheless, we know that remuneration plays an important part when it comes to choosing a company to work for. We pay reasonable salaries that go beyond the standard pay scale.

We do not pay bonuses or commission, nor do we undercut wages. There is no low-wage sector in our bank. When it comes to service providers such as cleaning companies, we ensure that their employees are also treated fairly and not exploited.

ENDOWMENTS AND DONATIONS

The increasing scarcity of church funds and the emptying of public coffers would make it impossible to carry out many social or environmental projects if companies, foundations or private patrons did not help out with money and voluntary work. That is why BIB has spent many years supporting social, church and artistic projects by means of volunteering, endowments and donations.

In 2004, we established the Bank im Bistum Essen foundation fund for the church and Caritas for this purpose, with the intention of encouraging others to establish their own foundations, in addition to providing financial support for projects and institutions. Promoting foundations is part of our business model. This is also why we are members of and play an active role in the Bundesverband Deutscher Stiftungen (Association of German Foundations). We offer potential founders free advice, as well as providing trust management for legally dependent foundations. A total of 16 legally dependent foundations have now been set up under the auspices of our BIB FAIRBANKING foundation.

In 2012, we once again used our foundation to support numerous community welfare projects directly and quickly. All in all, the foundation, trust foundations and the bank have supported 172 projects and made payouts or endowments totalling EUR 958,000.

ART AND CULTURE

BIB considers art to be a medium that allows people to explore themselves and their environment. Exhibitions at the bank's premises allow artists to present their works to interested members of the public as well as art experts. The bank also uses these works to help maintain customer relations and considers them to be a good cultural influence and creative inspiration for our employees. We work with a large number of church organisations to promote art and culture.



Financial assistance with well building in Nigeria. Nuns from the Daughters of Divine Love Novitiate hope that they will finally find water at a depth of approx. 60 m.

SUSTAINABLE SUCCESS

The positive development of BIB shows that our business model of sustainability and socio-ecological responsibility is not just the work of a collection of philanthropists – it is a forward-looking strategy for gaining market share and achieving corporate success. Meaningful market analyses are not possible given the complexity of our target group, which means that success in the market can only be assessed through independent observations and bank comparisons. The total assets of the bank have risen over the last 20 years from approx. EUR 500 million to almost EUR 4.4 billion; deposits have risen sevenfold during this time and outstanding credit has increased more than twelfold from EUR 170 million to approx. EUR 2 billion. While German banks have reduced their workforces by an average of 15 per cent, the number of employees at BIB has soared from 40 to 116.

The cost-to-income ratio – an indicator of the bank's efficiency – is permanently below 50 per cent, which is much better than the industry average. Maximising return on equity cannot be the aim of a church cooperative bank. However, we are profitable enough to pay members an appropriate rate of interest for their participations and to safeguard the bank's equity capital through its own profits, even under the stricter requirements of Basel III. BANK IM BISTUM ESSEN is characterised by sustainability and FAIRBANKING. A bit more every day.

MEINOLF ROTH | Director of the Theresa Albers Foundation

Safeguarding dignity

THE THERESA ALBERS FOUNDATION IS DEDICATED TO RESPECTING EVERY INDIVIDUAL'S DIGNITY AND ACCEPTING THEM WITH ALL THEIR STRENGTHS AND WEAKNESSES. THIS CHARITABLE CATHOLIC FOUNDATION BASED IN HATTINGEN HAS BEEN OPERATING SEVERAL RETIREMENT HOMES AND CARE FACILITIES FOR PEOPLE WITH CHRONIC PSYCHOLOGICAL DISORDERS AND MENTAL DISABILITIES FOR 17 YEARS.

For staff at the Theresa Albers Foundation, the Christian commandment of 'love your neighbour' means taking responsibility for people in need. Meinolf Roth, Director of the foundation, believes that this work helps to make society fairer. »The communities at our centres put an end to loneliness for lots of older people.«

ligent workflow organisation and energy-efficient facility management. The foundation's business activities put patients' interests first. »As a charitable Catholic organisation, it is important that we remain authentic and stand up for the values that are laid down in our foundation's mission statement,« emphasises Meinolf Roth.

The foundation has incorporated the concept of sustainability into its work to ensure that it can keep fulfilling its mandate in the long term. For example, some foundation employees complete pastoral training to help combat the shortage of spiritual advisers. Other sustainable measures include intel-



»The communities at our centres put an end to loneliness for lots of older people.«

MEINOLF ROTH

Risk report

The financial and sovereign debt crisis and the accompanying drastic price losses on many securities markets have shown how important risk awareness and risk culture are. A functioning risk management system cannot eliminate both, but it is vital for the quantification and control of risks. Our risk control systems are continuously being improved.

This ensures that they are always in line with the ever-changing business environment. The aim of our overall bank management system is to avoid negative deviations from our planned performance, equity capital and liquidity. The system for the monitoring and early identification of risks is intended to pinpoint risks at an early stage and ensure countermeasures are initiated if necessary. The integration of risk controls into our overall bank management system enables us to simultaneously identify and exploit opportunities.

Our risk strategy is the starting point for taking, measuring and controlling risks. As part of the overall strategy, it establishes which risks the bank is willing and able to take in order to achieve its strategic aims. The risk-bearing capacity must be determined and the limits for the individual classes of risks must be deduced before any risks may be taken.

Major risks are identified, measured and analysed by the Risk Controlling department, while the Treasury is responsible for managing risks, as per the parameters defined by the bank's investment committee. The Management Board regularly reports to the Supervisory Board about the current situation. Internal Audit routinely checks whether the risk management system complies with legal, regulatory and internal requirements.

RISKS AND THEIR MANAGEMENT

In the risk management process, risks are measured weekly and compared with the defined limits. The Management Board is informed of these evaluations. Stress tests are also conducted every quarter that simulate the effects of external market conditions and economic developments.

We have identified the main risks to be market, default and liquidity risks, as well as operational risks.

DEFAULT RISKS

There are different types of default risks: credit rating risks, country risks and counterparty risks. Only the first of these is a prime consideration for our bank. We define credit rating risk as a borrower defaulting on interest rate and/or principal repayments due to a deterioration in their creditworthiness. The bank manages credit rating risk by checking creditworthiness, using qualified credit processing to structure the organisational, informational and personal aspects of our lending, implementing an organisational structure and integrated credit monitoring system irrespective of risk, and by pricing lending on a case-by-case basis. As regards our business as a whole, we manage credit rating risk by diversifying our loan portfolio, limiting risk via structural principles, increasing equity reserves and strengthening our profitability. Because we cater for the church sector, we are unable to ensure the same level of industry diversification in our credit portfolio as commercial banks with no particular target sector.

Although this specific structure does not currently present any heightened risks in our experience, we have set structural limits for individual sectors within our loan portfolio. Sufficient value adjustments have been made for identifiable acute default risks in the credit portfolio. Based on past experience, we believe that the bank's long-term profitability is sufficient to shield us from latent risks, which are manageable in their entirety. We have also set aside untaxed general value adjustments and a prudential reserve in accordance with Section 340f of the German Commercial Code (HGB).

Despite the low level of risk associated with our loan portfolio, we strive to constantly optimise our credit risk management. We use a rating system for non-profit organisations (NPOs) to assess all church organisations that borrow over EUR 250,000. This is an effective, modern means of managing credit risks. We use the cooperative network's rating procedure for all other customer groups.

The bank counteracts default risks associated with fixed-interest securities by setting issuer limits and not including any securities in its portfolio that are issued by public authorities or financial institutions in OECD member countries with a Standard & Poor's rating below A. No corporate and emerging market bonds are accepted with a non-investment grade rating. We use a value-at-risk approach to manage the default risks arising from shares and other floating-rate securities.

MARKET PRICE RISKS

Market risks consist of interest margin risks and market price risks. Interest margin risk is the danger of the bank's gross interest margin shrinking due to a reduction in the average interest charged and/or due to an increase in the average interest on deposits. We define market price risk as the risk of losses arising from falling market prices for our assets. We use computer-aided systems to quantify the associated risks. Based on analyses of risk-bearing capacity, we define loss limits that are instrumental in shaping our management policy measures. We value our securities portfolios every week using the latest daily prices so as to quantify our market price risk. Each month, we analyse our interest rate change risks and the risk of losses from potential price movements. We do not keep a trading book as per Section 1a (1) of the German Banking Act (KWG).

Our interest rate forecasts are used to calculate how unforeseen interest rate trends would affect annual net profit. Going by the interest rate change risks measured as of 31 December 2012, our profits for 2013 and 2014 will not be substantially squeezed by changes in market interest rates.

We use interest rate hedging instruments to manage the risks. Macro-hedges are used for fixed-interest items on the asset side and micro-hedges for individual securities and loans. These are hedged for interest rate change risks by means of interest rate swaps. We always match currencies and maturities when using micro-hedges. We counteract currency risks by means of matching hedges for our currency exposure. Unsecured currency positions are only present in insignificant amounts.

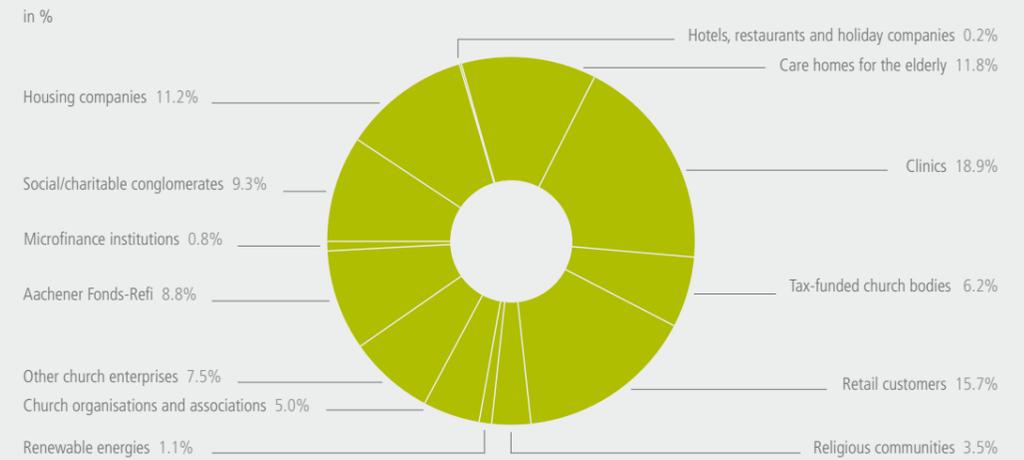
LIQUIDITY RISKS

We define liquidity risks – including risks from cash flow fluctuations – as the possibility of being unable to meet current and future payment obligations on time or in the amount agreed. The bank quantifies this risk by monitoring liquidity every day and by analysing mismatched maturities. Our risk control system is based on active liquidity management consisting of a portfolio of securities that can be liquidised at any time, as well as access to sufficient short-term liquidity via parties with good credit ratings in the client and banking sectors. Defined countermeasures are taken if liquidity figures fall below precautionary values.

OPERATIONAL RISKS

Our definition of operational risks comprises hedging risk, the risk of crime, the risk of losses due to IT system failures, customer loyalty and withdrawal risks, staff risks in the form of a lack of qualifications, insufficient capacity, employee absences or unauthorised actions, and management risk associated with potential losses caused by managerial errors. As there are no methods for measuring these risks, they are not currently quantified.

BREAKDOWN OF LOANS TO CUSTOMERS



At present, we manage security and crime risks by taking out appropriate insurance, drawing up emergency plans, protecting data, issuing compliance guidelines and ensuring our premises are secure. Plans are in place for emergency operations should our IT systems fail. We counteract customer loyalty and withdrawal risks by means of client support concepts, staff training, complaints management and a customer-friendly pricing policy. Staff risks are managed using employee training, HR planning and deployment, clearly defined responsibilities and by falling back on temping agencies as necessary. Strategic planning, the work of the Supervisory Board, our catalogue of responsibilities, the requirement for dual signatories and appropriate insurance all serve to prevent the risk of losses caused by managerial errors.

SUMMARY OF THE BANK'S RISK POSITION

Overall, we believe that the risks described above do not pose a substantial threat to our bank's future development. We are confident that our risk management and monitoring system is well suited to defining, identifying, quantifying and controlling the risks to which our bank is exposed.

OUTLOOK

In light of economic developments, we expect business to keep developing positively in the years to come. We plan to grow our business volume by 4 per cent in both 2013 and 2014.

Our interest rate forecast predicts a moderate rise in interest rates over the next two years. Taking our projected course of business and simulated calculations into account, we expect an interest margin of 0.76 per cent in 2013 and 0.86 per cent in 2014. Twinned with a modest rise in administrative expenses, we anticipate an operating result before measurement gains or losses of 0.44 per cent in 2013 and 0.55 per cent in 2014.

We expect our operating profit to fund an appropriate increase in our equity capital in the next two years.



Supervisory Board report

In the year under review, the Supervisory Board carried out its duties as specified by law, the articles of association and the rules of procedure. It provided ongoing reports on the bank's business development, its liquidity and its profit and risk situation. Major corporate policy matters and procedures were submitted for approval as required by law and the articles of association. These were discussed and, where necessary, adopted in six joint meetings with the Management Board.

The Credit Committee established by the Supervisory Board to monitor the bank's risk position with regard to lending met nine times in the reporting year to discuss and formulate the necessary resolutions pertaining to large loans. The Credit Committee is chaired by Ludger Krösmann (Ass. jur.); its other members are Rev. Heinz Ditmar Janousek, Dr Heinz Joachim Koch and Dr Doris König. The Supervisory Board's Executive Committee consists of Father Dietmar Weber (OSC), Dr Doris König and Ludger Krösmann (Ass. jur.). It convened once to discuss matters relating to the Management Board and to prepare Supervisory Board decisions.

The Supervisory Board reviewed the financial statements, the management report and the Management Board's proposal for the appropriation of net profit, endorsed them and approved the Management Board's proposal. The proposal complies with the requirements of the articles of association. Rheinisch-Westfälischer Genossenschaftsverband e.V. carried out a statutory audit in accordance with Section 53 of the German Cooperatives Act (GenG) and audited the annual financial statements in accordance with Section 340k of the German Commercial Code (HGB). The 2012 financial statements were issued with an unqualified opinion.

Ms Silke Stremlau was elected to the Supervisory Board at the 2012 General Meeting. Dr Doris König, Father Dietmar Weber and Rev. Heinz Ditmar Janousek were all re-appointed for a further period of office. Ms Christa Garvert stepped down from the Supervisory Board, effective of 20 August 2012, for personal reasons.

We would like to thank Ms Garvert for her contribution as a valuable, committed member of the team at our bank.

The Supervisory Board would like to congratulate the Management Board for its successful work during the reporting year 2012 and thank all employees for their dedicated service to the bank, its members and its customers.

Essen, May 2013

Father Dietmar Weber (OSC)
Chairman of the Supervisory Board

KATHARINA OSTENDORF | *Manager of the BIB call centre*

Safeguarding quality service

ASK KATHARINA OSTENDORF, MANAGER OF THE BIB CALL CENTRE, WHAT THE KEY TO SUCCESS IS AND SHE WILL TELL YOU IT'S RELIABILITY. THAT IS BECAUSE CUSTOMERS NEED TO BE ABLE TO RELY ON WHAT THEIR ADVISER SAYS IF THEY ARE TO DEVELOP A LONG-TERM RELATIONSHIP WITH BIB. KATHARINA OSTENDORF'S TEAM AT THE CALL CENTRE IS THE FIRST PORT OF CALL AT BIB FOR CUSTOMER ENQUIRIES.

When it comes to offering advice over the phone, it's just as important to take a long-term view, albeit in a slightly different way. Customers who ring the BIB call centre several times on the same day want to hear a familiar voice. Whenever possible, the same person deals with repeat calls within the space of a day because he or she is already aware of the client's situation.

It was very important to Katharina Ostendorf at a personal level to work for a company that is dedicated to sustainability. »BIB's philosophy is different from other banks in the way it treats its

staff and its relationship with its customers,« she explains. The feedback she receives from clients every day confirms this view. »Customers often tell us that they chose BIB specifically because it's important to them that their bank uses resources of all kinds fairly.«



»BIB's philosophy is different from other banks in its relationship with its customers.«

KATHARINA OSTENDORF



Remembering deceased members

We would like to honour the memory of those of our members
who passed away in 2012

Father Johann Heinrich Ahler (retired)
Maria Backhus-Schmelzer
Hans Balkenhol
Father Walter Beißel
Dr Irina Gabriela Berdan
Ingrid Binnenböse
Provost Hermann-Josef Bittern
Father Hans-Hermann Bittger (retired)
Karl van Boxem
Father Johannes Dickopf
Provost Werner Dürdoth (retired)
Antonio Francese
Deacon Johannes Inger
Professor Dr Johannes Madey
Josef Meyer
Monsignor Paul Neumann
Klaus Otto
Father Dr Karl-Heinz Rentmeister (retired)
Amalie Schäfer
Dr Hans-Wilhelm Schlösser
Ursula Schneider
Provost Richard Voß



We also remember the former Vicar General of the Diocese of Essen, Protonotary Apostolic Prof. Dr Heribert Heinemann, who was Chairman of the bank's Supervisory Board from 1992 to 1993.



Glass painting
Georg Meistemann
1911–1990

Management Board discussion: Outlook and thanks

When the future of the planet is at stake, ambitious words alone are not enough – they must also be acted on. The Management Board of BANK IM BISTUM ESSEN has no doubt that taking a holistic view of business, the environment and society is the only way to preserve the legacy we want to leave for coming generations. In this interview, the members of the Management Board talk about how this concept of sustainability is put into practice at BIB, why healthy trees are important for banks, and what customers of BIB can expect of the bank in 2013.

Mr Heidrich, last year BIB employees swapped a day at the office for a day in the woods and spent time planting trees together. What made you pick up your spade?

Heinz-Peter Heidrich: The idea was sparked by the children's initiative Plant for the Planet, which has set itself the goal of raising awareness for global justice and climate change among children and adults alike.

To what extent do we need growth in our woodlands in order for economic growth to be meaningful for society?

Heinz-Peter Heidrich: As we know, global warming is threatening the future of our planet. The production of carbon dioxide plays a key role in driving climate change. During the process of photosynthesis, trees absorb this CO₂ and convert it into wood. This means that every tree we plant helps to protect the climate and give the Earth a future. Economic growth is only meaningful if we maintain a habitable environment for future generations.

Mr Sonnenschein, more and more politicians and businesses in Germany are trumpeting their actions as sustainable. Why is it important to make a commitment to sustainable structures in society, the economy and the environment?

Manfred Sonnenschein: Most people now accept that mankind only has a future if we give the pursuit and achievement of social and environmental goals the same level of importance as economic targets. The aim of reconciling these three aspects is to create a peaceful society where social tension is resolved civilly, natural resources are only utilised to the extent that they can be regenerated and economic activities take the interests of future generations into account.

Sustainability is a big word which many people do not fully understand. What does BIB mean when it says that sustainability is part of its corporate philosophy?

Manfred Sonnenschein: We really do need to be careful that sustainability doesn't remain just a big word, become an empty buzzword or get abused for marketing purposes. With our slogan, FAIRBANKING, we want to show that sustainability is integrated into our business model. For us, this means treating all of our bank's stakeholders fairly, i.e. members customers, employees, the environment and society. As a church bank, we are also committed to upholding the churches' social statement and the papal social encyclicals, the most recent of which was entitled 'Caritas in Veritate'.



A hands-on approach to sustainability: the BIB Management Board at work with shovels and saplings.

Mr Mintrop, BIB's workforce and customer base grows a little each year, apparently unaffected by the ups and downs of the economic situation. Is this a sign that more and more people are realising the importance of responsible, sustainable business practices rather than quick profits?

Johannes Mintrop: It is now clear that the financial sector can pose a great danger for society. However, more and more people are also realising that it is important to manage their own money responsibly. A growing number of people are therefore looking for ethical banks so that they can invest their money responsibly. 0.25 per cent more or less interest doesn't matter to these people. What matters to them is that their money isn't used for speculating irresponsibly, e.g. on food. This changing attitude in society is having a positive impact on business developments at our bank.

BANK IM BISTUM ESSEN has to think short term in some ways though too. What targets did you set for the new year and what do you hope to see happen in 2013, Mr Heidrich?

Heinz-Peter Heidrich: That's true. Keynes once said: »In the long run we're all dead.« That said, our corporate policy has stayed exactly the same: in 2013, we still want to offer services and products that help customers and society in general, and that are also profitable for us. In concrete terms, that means we will invest in people and their expertise so that we can make further improvements to our advice and service, and so that we can impress our clients with sustainable, innovative financial products.

Financial statements 2012

The financial statements were published in the electronic Federal Gazette and the Cooperative Societies Register of the District Court of Essen under number GnR 325 in accordance with Section 340 (1) of the German Commercial Code (HGB), in conjunction with Section 325 of the German Commercial Code (HGB). They were issued with an unqualified opinion by Rheinisch-Westfälischer Genossenschaftsverband e.V. in the form prescribed by law.

(abbreviated presentation)

Assets

BALANCE SHEET FOR THE YEAR TO 31/12/2012

	EUR	EUR	EUR	Reporting year EUR	Previous year EUR thousand
1. Cash reserve					
a) Cash in hand			637,446.34		500
b) Deposits with central banks			23,904,768.23		50,506
of which: with the Deutsche Bundesbank	23,904,768.23				(50,506)
c) Deposits in postal giro accounts			0.00	24,542,214.57	0
2. Public debt instruments and bills approved for refinancing purposes at central banks					
a) Treasury bills and non-interest-bearing treasury bonds and similar public debt instruments			0.00		0
of which: can be refinanced at the Deutsche Bundesbank	0.00				(0)
b) Bills of exchange			0.00	0.00	0
3. Receivables from banks					
a) Due on demand			58,075,229.72		26,850
b) Other receivables			519,897,283.24	577,972,512.96	492,323
4. Receivables from clients				1,952,358,697.78	1,740,044
of which:					
secured by charges on property	791,617,442.62				(755,580)
Loans to public authorities	261,414,921.63				(273,501)
5. Bonds and other fixed-income securities					
a) Money market papers					
aa) Issued by public authorities		0.00			0
of which: eligible as collateral at the Deutsche Bundesbank	0.00				(0)
ab) Issued by others		0.00	0.00		0
of which: eligible as collateral at the Deutsche Bundesbank	0.00				(0)
b) Bonds and debentures					
ba) Issued by public authorities		463,020,474.31			299,156
of which: eligible as collateral at the Deutsche Bundesbank	442,469,098.13				(272,760)
bb) Issued by others		925,103,132.05	1,388,123,606.36		1,249,621
of which: eligible as collateral at the Deutsche Bundesbank	841,133,161.06				(1,124,188)
c) Own bonds			0.00	1,388,123,606.36	0
Nominal value	0.00				(0)
6. Shares and other non-fixed-income securities				223,957,564.57	232,267
6a. Held for trading				0.00	0
7. Participating interests and paid-up capital share in cooperatives					
a) Participating interests			78,663,936.58		81,574
of which:					
in banks	5,719,015.10				(5719)
in financial service providers	0.00				(0)
b) Paid-up capital share in cooperatives			254,528.00	78,918,464.58	243
of which:					
in credit cooperatives	0.00				(0)
in financial service providers	0.00				(0)
8. Shares in affiliated companies				10,875,703.55	10,655
of which:					
in banks	0.00				(0)
in financial service providers	0.00				(0)
9. Trust assets				0.00	0
of which: Trust Loans	0.00				(0)
10. Equalisation and covering claims against public authorities including bonds from their exchange				0.00	0
11. Intangible fixed assets:					
a) Self-generated industrial property rights and similar rights and assets			0.00		0
b) Purchased concessions, industrial property rights and similar rights and assets, as well as licences for such rights and assets			17,740.00		15
c) Goodwill			0.00		0
d) Payments on account			0.00	17,740.00	0
12. Tangible fixed assets				23,304,522.07	24,286
13. Other assets				9,519,302.59	11,139
14. Deferred expenses				0.00	0
15. Deferred tax assets				0.00	0
16. Surplus arising from offsetting				0.00	0
Total assets				4,289,590,329.03	4,219,179

Equity and liabilities

BALANCE SHEET FOR THE YEAR TO 31/12/2012

	EUR	EUR	EUR	Reporting year EUR	Previous year EUR thousand
1. Payables to banks					
a) Due on demand			18,015,333.17		3,033
b) With agreed term or period of notice			432,097,040.62	450,112,373.79	481,394
2. Payables to clients					
a) Savings deposits					
aa) With a period of notice of three months		332,637,904.54			430,540
ab) With a period of notice of more than three months		81,200,765.36	413,838,669.90		75,599
b) Other payables					
ba) Due on demand		642,178,429.72			432,262
bb) With agreed term or period of notice		1,955,607,719.28	2,597,786,149.00	3,011,624,818.90	1,994,096
3. Securitised liabilities					
a) Bonds issued			602,193,448.75		602,425
b) Other debts evidenced by certificates			0.00	602,193,448.75	0
of which:					
money market papers		0.00			(0)
acceptances outstanding and promissory notes in circulation		0.00			(0)
3a. Held for trading				0.00	0
4. Trust liabilities				0.00	0
of which: Trust Loans		0.00			(0)
5. Other liabilities				3,093,326.83	3,663
6. Deferred income				620,361.12	589
6a. Deferred tax liabilities				0.00	0
7. Accruals					
a) Accruals for pensions and similar commitments			7,916,562.00		7,214
b) Tax accruals			10,392,196.00		4,566
c) Other accruals			4,980,871.22	23,289,629.22	4,884
9. Subordinated liabilities				0.00	0
10. Profit-sharing rights outstanding				28,919,693.94	35,942
of which: due within two years			14,512,918.81		(20,136)
11. Fund for general banking risks				43,000,000.00	33,000
of which: special items in accordance with Section 340e (4) of the German Commercial Code (HGB)			0.00		(0)
12. Equity capital					
a) Subscribed capital			57,760,600.00		43,151
b) Capital reserve			0.00		0
c) Earnings reserves					
ca) Statutory reserve		35,370,031.09			34,738
cb) Other earnings reserves		29,657,501.76	65,027,532.85		29,171
d) Net profit			3,948,543.63	126,736,676.48	2,912
Total equity and liabilities				4,289,590,329.03	4,219,179
1. Contingent liabilities					
a) Contingent liabilities on rediscounted bills			0.00		0
b) Contingent liabilities in respect of guarantees and indemnity agreements			168,437,849.42		214,544
c) Contingent liabilities in respect of collateral given for third-party liabilities			0.00	168,437,849.42	0
2. Other obligations					
a) Repurchase obligations from reverse repo agreements			0.00		0
b) Placement and underwriting commitments			0.00		0
c) Irrevocable loan commitments			312,935,170.01	312,935,170.01	237,737
of which: delivery obligations arising from interest futures			0.00		(0)

Profit and loss account

FOR THE PERIOD FROM 01/01/2012 TO 31/12/2012

	EUR	EUR	EUR	Reporting year EUR	Previous year EUR thousand
1. Interest income from					
a) Credit and money market transactions		93,750,783.46			97,136
b) Fixed-income securities and book-entry securities		36,368,042.48	130,118,825.94		34,340
2. Interest expenses			102,821,112.02	27,297,713.92	105,931
3. Current income from					
a) Shares and other non-fixed-income securities			6,051,391.13		10,017
b) Participating interests and paid-up capital share in cooperatives			1,713,259.45		1,075
c) Shares in affiliated companies			412,878.10	8,177,528.68	290
4. Income from profit pooling, profit and loss transfer agreements or partial profit and loss transfer agreements				0.00	0
5. Commission income			6,113,056.44		5,005
6. Commission expenses			1,409,573.39	4,703,483.05	1,491
7. Net income/expenses from trading transactions				0.00	0
8. Other operating income				1,531,639.98	1,329
10. General administrative expenses					
a) Personnel expenses					
aa) Wages and salaries		6,987,440.65			6,922
ab) Social security contributions and expenses for pensions and support		1,860,994.29	8,848,434.94		1,556
of which: for pensions	843,390.52				(584)
b) Other administrative expenses			7,236,433.80	16,084,868.74	7,262
11. Depreciation, amortisation and impairment losses on intangible and tangible fixed assets				1,501,278.77	1,486
12. Other operating expenses				1,929,538.08	510
13. Depreciation and impairment losses on receivables and specific securities, as well as allocation to provisions for loan losses			0.00		0
14. Income from write-ups on receivables and specific securities, as well as the reversal of provisions for loan losses			4,354,683.67	4,354,683.67	419
15. Amortisation and impairment losses on participating interests, shares in affiliated companies and securities treated as fixed assets			6,574,177.65		6,109
16. Income from write-ups on investments, shares in affiliated companies and securities treated as fixed assets			0.00	6,574,177.65	0
17. Expenses from profit and loss transfer agreements				0.00	0
19. Profit on ordinary activities				19,975,186.06	18,343
20. Extraordinary income			0.00		0
21. Extraordinary expenses			0.00		0
22. Extraordinary profit or loss				0.00	(0)
23. Taxes in income and earning			5,954,271.45		5,350
of which: deferred taxes	0.00				(0)
24. Other taxes not included in item 12			72,370.98	6,026,642.43	82
24a. Transfers to the fund for general banking risks				10,000,000.00	10,000
25. Annual net profit				3,948,543.63	2,912
26. Profit brought forward from the previous year				0.00	0
				3,948,543.63	2,912
27. Transfers from retained earning					
a) From the statutory reserve			0.00		0
b) From other retained earning			0.00	0.00	0
				3,948,543.63	2,912
28. Transfers to earnings reserves					
a) To the statutory reserve			0.00		0
b) To other retained earning			0.00	0.00	0
29. Net profit				3,948,543.63	2,912

MEMBERSHIPS

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Genossenschaftsverband e.V. (Rhineland-Westphalian
Cooperative Association; RWGV)
48163 Münster

Bundesverband der Deutschen Volksbanken
und Raiffeisenbanken e.V. (National Association
of German Cooperative Banks; BVR)
10785 Berlin

Industrie- und Handelskammer für Essen
(Essen Chamber of Industry and Commerce; IHK),
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45127 Essen

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14197 Berlin

pro Ruhrgebiet e.V. (organisation dedicated to the devel-
opment of the Ruhr Area)
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Forum Nachhaltige Geldanlagen e.V.
(Sustainable Investment Forum), 14193 Berlin

bku–Bund katholischer Unternehmer e.V.
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