

# Financial Key Figures

**Balance sheet total and results:** The WestLB Group's financial year 2007 was overshadowed by two events. The annual result was weighed down by losses incurred in the Bank's own trading in spread positions between ordinary and preference shares during the first half year. Against the background of the crisis in the international financial markets, WestLB subsequently also had to absorb valuation losses which had a substantial impact on the overall 2007 result. The negative Group result of EUR 1,601 million was balanced by drawing on the capital reserve and by

charging pro-rated losses against the 2003 silent contributions to capital. The remaining deficit was charged against the profit reserves. In the first quarter of 2008, a EUR 23 billion portfolio of structured securities was transferred to an independent single-purpose company as part of the WestLB Risk Shield arrangement, leading to a EUR 962 million transfer gain in the half-year result. This allowed the portfolio writedowns to be largely absorbed in the 2007 financial accounts. In the first half of 2008, WestLB reported a pre-tax profit of EUR 657 million.

## FINANCIAL KEY FIGURES AT A GLANCE

	2006	2007	30.06.2008
Balance sheet total in EUR billion	285.3	286.5	267.9
Equity in EUR billion	6.8	4.4	5.1
Employees (FTE)	5,862	6,147	5,994
Net interest income in EUR million	1,012	1,090	561
Impairment charge for credit losses in EUR million	202	-238	-186
Net fee and commission income in EUR million	325	406	193
Net trading result in EUR million	561	-1,616	674
Result from financial investments in EUR million	551	291	99
Administrative expenses in EUR million	1,830	1,576	756
thereof personnel expenses in EUR million	1,031	823	408
Profit/loss before income tax in EUR million	1,006	-1,502	657
Income taxes in EUR million	-207	-99	-77
Group result in EUR million	799	-1,601	580

# Social Key Figures

**Employment:** As of December 31, 2007, the WestLB Group employed 6,477 people. This represents 6,149 full-time employees. 96.5 percent of them worked in OECD countries. The headcount increased by approximately 5 percent primarily due to the consolidation of readybank ag and WestLB Asset Management (US) LLC.

**Job tenure and age structure:** In 2007, WestLB AG's employee turnover rate stood at 8.8 percent worldwide; at 5.4 percent, the rate in Germany was much lower. The average job tenure is nine years on an international scale and eleven years in Germany. 23 percent of WestLB Group employees are between 36 and 40 years old. Another 21 percent are between 41 and 45 years old. Under 36-year-olds and over 45-year-olds account for 31 and 26 percent, respectively.

**Female promotion:** The percentage of women in executive positions at WestLB AG Germany has risen clearly - from 17 percent in the year 2006 to just under 23 percent in the reporting period. The female share of highly qualified positions not covered by the collective employment agreement shows a consistently positive trend.

**Vocational training:** Notwithstanding the reduced headcounts, WestLB AG Germany did not cut the number of apprentices and trainees. All apprentices/trainees who were interested in permanent employment after completion of their training were offered a job in the Bank. In 2007, 21 apprentices/trainees completed their vocational training at WestLB, while 37 young people started their training.

**Working standards:** Employees of WestLB AG (72 percent of the Group's total headcount) benefit from high social standards throughout the world. The company complies with the standards of the International Labour Organization (ILO) for 100 percent of its workforce (maternity protection, workers' freedom of association, weekly working hours, paid leave). Moreover, more than 90 percent of our employees are covered by a pension scheme as well as a company or state health insurance scheme.

**Accidents:** In 2007, WestLB AG employees based in Germany incurred 42 work accidents and 35 accidents on the way to work.

## SOCIAL KEY FIGURES AT A GLANCE

	2005	2006	2007
<b>Employees</b>			
Full-time employees Group	6,353	5,862	6,147
Full-time employees AG (total)	4,909	4,659	4,654
Full-time employees AG (Germany)	3,341	3,250	3,285
<b>Apprentices (AG Germany) in %</b>	3.5	3.8	2.9
<b>Women (AG Germany) in %</b>			
In all positions	46.3	44.7	45.7
In executive positions	14.6	17.0	22.7
In positions not covered by the collective employment agreement	23.9	25.3	26.9
<b>Working standards (AG total)</b>			
Employees with 25 vacation days and more in %	89	89	88
Employees with 30 vacation days and more in %	70	71	72
Employees with less than 40 working hours/week in %	97	97	97
Employees with up to 48 working hours/week in %	100	100	100
Employees benefiting from full freedom of association in %	100	100	100
Employees represented by Staff Council members in %	70	71	72
Employees covered by company/state pension scheme in %	94	94	94
Employees covered by company/state health insurance in %	97	97	97
<b>Further training (AG Germany)</b>			
Employees eligible for further training in %	100	100	100
Employees using further training opportunities in %	32	40	66
Average number of training days per participant	5.4	2.3	1.9
Average number of training days per employee	1.7	1.0	1.3

# Environmental Key Figures

**Data collection:** Unless stated otherwise, the environmental data presented here refers to WestLB AG Germany's domestic branches housed in 20 buildings and WestLB Akademie Schloss Krickenbeck. The WestLB Group's international representative offices in 24 buildings in 19 cities have been covered completely since 2006. Differences relative to the headcount numbers in the Annual Report are due to the fact that the operational ecology reports also include external employees working, and contributing to consumption figures, on WestLB's premises. By the same logic, homeworkers and employees on parental leave are not included in the operational ecology reports.

2006: 4,382 people  
 WestLB Germany  
 2,013 people  
 WestLB International  
 2007: 4,458 people  
 WestLB Germany  
 2,143 people  
 WestLB International

**Space used:** 2007 saw a further reduction of the total space used by WestLB AG in Germany even though the headcount rose slightly. This measure had an impact on the operational ecology figures presented below.

**Energy consumption:** WestLB's absolute energy consumption has declined steadily since 2004, namely from 84,337 MWh in 2004 to 67,721 MWh in 2007. This decline is due to savings measures resulting from the successful sensitisation of employees and the refurbishment of the main building. The per-capita energy consumption figures are also clearly down, with the specific heating and electricity consumption figures declining by approximately 15 percent.

**CO<sub>2</sub> emissions:** The CO<sub>2</sub> emissions were determined in accordance with the Greenhouse Gas Protocol ([www.ghgprotocol.org](http://www.ghgprotocol.org)) and refer to electricity and heating energy, transportation, paper and drinking water. Emissions caused by WestLB's German sites have declined steadily since 2004 – from 41,879 tonnes to 34,907 tonnes, reflecting the reduced energy consumption. In contrast, the reporting period saw absolute CO<sub>2</sub> emissions caused by the international sites rise from 27,110 to 28,611 tonnes. The international per-capita figures are clearly higher than in Germany as well.

## ENVIRONMENTAL KEY FIGURES AT A GLANCE

	Unit	2004	2005	2006	2007
<b>Specific energy consumption</b>					
Electricity/employee (AG Germany)	MWh	12.7	12.2	9.8	8.5
Electricity/employee (AG International)	MWh			13.8	13.7
Heating energy/employee (AG Germany)	MWh	10.2	9.5	7.7	5.9
Heating energy/employee (AG International)	kWh			5.8	5.0
<b>Specific CO<sub>2</sub> emissions</b>					
CO <sub>2</sub> emissions/employee (AG Germany)	t	10	10.5	8	
CO <sub>2</sub> emissions/employee (AG total)	t			9.7	9.3
<b>Specific water consumption</b>					
Water consumption/employee (AG Germany)	l	207.0	200.4	185.5	158.3
<b>Specific paper consumption (incl. advertising materials)</b>					
Paper consumption/employee (AG Germany)	kg	131.2	108.6	85.4	79.8
<b>Specific waste volume</b>					
Waste volume/employee (AG Germany)	kg	452	531	511	489

**Water consumption:** Water consumption per employee has declined steadily in the last three years, reflecting the ongoing replacement of conventional heating and air-conditioning equipment as well as sanitary fittings with water-saving alternatives.

**Paper consumption:** In 2007, WestLB AG's domestic operations used 306 tonnes of office paper and produced some 50 tonnes of advertising materials. The share of recycled paper in total office paper consumption declined from 81 percent to 75 percent during the reporting period. Paper consumption per employee averaged 79.8 kilograms in 2007, which is 6.6 percent less than in 2006. FSC-approved paper (Forest Stewardship Council) accounted for 94 percent of all printed materials included in the count.

**Waste volume:** At approximately 2,200 tonnes, the waste volume remained almost steady in absolute terms but showed a slight improvement in specific terms. An appreciable increase in hazardous wastes resulted from WestLB's first-time inclusion of wastes removed by external contractors e.g. as part of regular maintenance work. This accounting change was adopted in response to a suggestion made by the ISO 14001 auditors. Approximately 50 percent of the total waste is residual waste. The second most important component is waste paper which accounts for some 22 percent. Our new waste management concept is designed to clearly reduce the amount of residual waste and further improve the recycling ratio.