



# **Facts and Figures** about Sustainability 2013

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**For people. For markets. For tomorrow.**

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## Dear Reader,

In Spring 2012, we outlined our objectives for the future in our DB2020 strategy: We want to be the world's leading mobility and logistics company and bring economic, social and environmental dimensions into harmony. Since that time this mandate for our actions applies equally for the Group as a whole as well as our business units.

We have set clearly framed targets. By 2020, we intend to be a profitable market leader, figure among the world's top employers and set standards as an eco-pioneer. The economic dimension taught us in 2013 just how challenging these objectives as a whole are. DB had to accept a significant drop in profits due to difficult conditions. The effects of flooding in June were felt long after routes that had been closed were reopened. Higher expenses for human resources and rail facility maintenance and rising energy costs also had a negative impact on our bottom line.

Yet 2013 was also the year when DB in Germany welcomed over two billion people aboard its trains for the first time, setting a new passenger record with 42 million more passengers. DB also demonstrated its employer appeal in impressive fashion. It hired over 11,000 new employees in Germany alone in 2013. It also recruited some 3,800 junior staff, including vocational trainees and cooperative education students.

As of April 2013, all of the nearly five million BahnCard and season ticket holders and all bahn.corporate customers travel CO<sub>2</sub>-free on long-distance trains in Germany. This step underscores how serious we are when it comes to climate protection. We also managed to increase the share of renewable energy in the traction current mix to 35 percent, the target we had originally set for 2020. We also have reason to be proud of our excellent showing in the oekom research AG sustainability rating. DB earned the top spot out of 16 companies in the industry in the Transport & Logistics/Rail category.

The Facts and Figures about Sustainability brochure provides this information and more and updates the most important topics, data and facts from our 2012 Sustainability Report. We will be redoubling our reporting efforts for 2014. DB will be publishing its first integrated report, combining its Annual Report and Sustainability Report, in March 2015.

I hope you find this brochure an exciting and informative read.

Dr. Karl-Friedrich Rausch,  
Chief Sustainability Officer of Deutsche Bahn AG

Since April 2013, nearly five million BahnCard and season ticket holders have traveled long-distance in Germany using 100% green electricity.



## 01 Setting milestones

DB is pursuing three ambitious targets in its DB2020 strategy to ensure sustainable business success and social acceptance: It wants to be a profitable market leader, top employer and eco-pioneer by 2020. The Group faced a few challenges in 2013 as it worked toward reaching the targets. It saw a slight drop in operating profit due to the weak economy, rising factor costs and severe weather, which had a massive impact on rail transportation in Germany. Despite these challenges, DB set a new passenger record,

welcoming more than two billion passengers aboard its trains in Germany. To become a top employer, DB needs to recruit and retain qualified employees. In Germany, in 2013 alone it hired over 11,000 employees and some 3,800 vocational trainees and cooperative education students. In 2013, DB reached its target of increasing the share of green electricity in the traction current mix to 35 percent – a target that was set for 2020 – reinforcing its objective of becoming an eco-pioneer.

# Looking toward a **sustainable** future – **DB 2020 strategy** milestones reached in 2013



## OVERALL

- Joined the WBCSD
- DB Code of Conduct for Business Partners introduced
- 2nd DB Sustainability Day for all stakeholder groups
- Deutsche Bahn Foundation established

Wireless internet at  
**130**  
stations



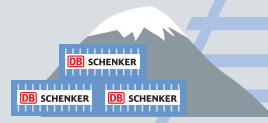
Passenger record:  
**2 billion**  
train passengers



DB Schenker Rail  
European Operation  
Center opened



Largest DB Schenker  
logistics center opened  
in Japan



DB Navigator  
+ DB Ticket app  
= 1 app

**Weekly**  
“China Train” between  
Zhengzhou and Hamburg



Beta version  
of Qixxit mobility  
platform launched



Train Radar:  
online, real-time  
connections



**PROFITABLE MARKET LEADER**



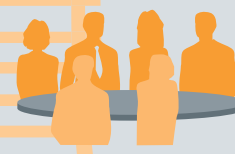
International  
Dialogues on the  
Future (PL and NL)



High school  
graduates  
preselected  
without grades



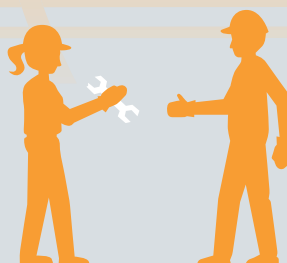
New hirings (D):  
**11,000** employees  
**3,800** vocational trainees and  
students in co-op programs



**10,500**  
follow-up workshops  
and activities for  
the employee survey



Demographics  
collective bargaining  
agreement took effect



**TOP EMPLOYER**



Freight cars converted  
to whisper brakes



**580 trains**  
with energy-saving driving  
assistance system (GB)

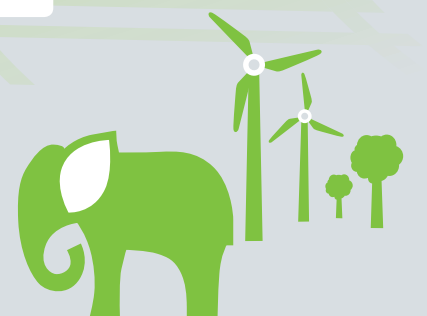
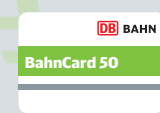


**35%**  
renewable energy in  
the traction current mix

**9,000**  
buses with eco-driving  
technology



**100%**  
green electricity for  
BahnCard and  
season ticket holders



**ECO-PIONEER**

## AWARDS



- Number 1 in oekom rating
- Top 5 nomination for German government's CSR award
- GRI grade of A+ for DB's 2012 Sustainability Report
- European Rail Award for MovingIDEAS



## DB milestones in sustainability

- **Passenger record: more than two billion passengers took DB trains in Germany**
- **Over 11,000 new employees hired in Germany**
- **Renewable energy makes up 35 percent of the traction current mix, ahead of schedule**

### Profitable market leader relies on innovation and global growth

DB made its range of products in passenger transport even more attractive. It merged its DB Navigator and DB Ticket apps, making travel information and booking options available to its customers in a single application. Customers can also use the Train Radar to track all connections online in real time.

The beta version of the Qixxit mobility platform was launched in 2013 to help customers optimize route planning across all modes of transportation. And passengers and guests can use wireless internet for free for 30 minutes at some 130 stations in Germany. The number of passengers traveling by rail in Germany increased in 2013 by 42 million over the previous year. As a result, for the first time over two billion passengers used DB train services.

In 2013, DB Schenker Rail opened its European Operation Center, making it the first freight railway to control its 5,000 freight trains a day Europe-wide from a central location in Frankfurt am Main. In Japan DB Schenker Logistics opened a nearly 33,000 square meter logistics center, the country's largest to date. Roof-top solar collectors, a rainwater processing plant and LED lighting help save energy and protect resources.

The City of Zhengzhou contracted DB Schenker to serve as the logistics partner for freight train journeys between the central China city and Hamburg. DB Schenker is responsible for all processes and logistics services outside of China. This route has been served once a week since August 2013.

### Top employer with substantial new hiring

DB moved a step closer to its target of becoming a top employer in 2013. In Germany alone DB hired over 11,000 employees and some 3,800 vocational trainees and cooperative education students in 2013. It also changed the process for high school graduates, who can now demonstrate their skills in an online test instead of having to undergo a preselection process based on grades.

The new collective bargaining agreement designed to address demographic change offers attractive prospects for employees to spend their entire career at DB. The agreement focuses on individualized and competitive employment conditions, including provisions such as permanent protection against lay-offs, special part-time work for older employees who work shifts.

DB continued its focus on dialogue to advance its corporate culture in 2013. Employees discussed the results of the first DB-wide employee survey, which was conducted in 2012, and established improvement measures as part of 10,500 follow-up workshops and activities. International Dialogues on the Future involving multiple business units were also held in Wrocław and Amsterdam.

### Eco-pioneer continues to improve its energy and climate footprint

DB achieved a special milestone on its way to becoming an eco-pioneer by expanding the share of green electricity to 75 percent in long-distance transport. Since April 2013, nearly five million BahnCard and season ticket holders have traveled long-distance in Germany using 100 percent green electricity. The target of increasing the share of renewable energy in the traction current mix to 35 percent, which was originally set for 2020, was reached ahead of schedule in late 2013.

Energy-saving Energymiser driver assistance systems are used in 580 trains in Great Britain. In addition, some 9,000 Arriva buses have been equipped with fuel-saving eco-driving technology.

Low-noise, low-friction ("LL-type") brake blocks were approved in 2013, a key step toward reaching the target of cutting rail noise in half by 2020. DB Schenker Rail's freight trains are now gradually being converted to noise-reducing whisper brakes.

### Dialogue strengthened and commitment expanded

DB joined the World Business Council for Sustainable Development (WBCSD), expanding its commitment in organizations related to sustainability.

The DB Code of Conduct for Business Partners was introduced in 2013, aiming to raise awareness of compliance among business partners and provide support for implementation. DB also offers accompanying measures including compliance dialogues with small and medium-sized business partners and a newly developed e-learning module.

The state of measures to firmly establish the DB2020 strategy in the business units was discussed with 120 representatives from all stakeholder groups at the 2nd DB Sustainability Day in October 2013.

Deutsche Bahn AG has remained committed to the good of society in a variety of ways since it was founded. As of January 2013, DB's corporate social responsibility activities are pooled and being further expanded in the Deutsche Bahn Foundation.

### Awards recognize commitment to sustainability

Oekom research AG ranked DB first in its "Transport & Logistics/Rail" category. DB's Sustainability Report published in 2013 was given the highest grade, A+, by the Global Reporting Initiative (GRI).

The DB Group was also one of the top five large corporations nominated for the German government's CSR award. The interactive MovingIDEAS platform earned the European Rail Award in the "Best Partnership of the Year" category from the European Rail Congress.

Heavy goods transport experts at DB Schenker Logistics transport a heat recovery boiler weighing 141 metric tons from Berlin to Canada.



## 02 Achieving profitable market leadership

As part of its DB2020 strategy, DB has set out to become a profitable market leader. Two strategic directions are key for fulfilling this leadership objective: continuing DB's strong focus on the customer and quality and ensuring profitable growth. Reliability, customer information, service quality and innovative products are important factors

for ensuring that DB's customers are satisfied. Profitable growth lays the foundation for the company's competitive strength and future viability. DB wants to invest most of all in its core business – its networks, infrastructure and fleets – to achieve economic success and win over customers with premium quality.



## Increasing customer satisfaction

- Slight decline in customer satisfaction in long-distance transport
- Customer satisfaction measured at DB Schenker Logistics and DB Regional Bus

### Customer satisfaction measurements systematically expanded

Customers’ opinions matter at DB. That is why its business units regularly survey customers to gauge their satisfaction. The findings of these surveys are incorporated into appropriate improvement measures. DB contracts independent market research institutes to collect and evaluate data on customer satisfaction. These institutes conduct up to six waves of surveys each year, which involves contacting passengers and business partners by phone, in person or online. The surveys give approximately 93,000 passengers and 2,800 business partners the chance to have their say. The DB Schenker Rail business unit surveys over 800 business partners in Europe every year (every other year beginning in 2014). DB Arriva (UK Trains, Bus) conducts a survey itself and also measures customer satisfaction using annual research carried out by Passenger Focus, an independent British passenger association. Viewed as a whole, this points to a stable level of overall customer satisfaction with DB’s individual business units. It should be noted, however, that the results reflect the respondents’ satisfaction with specific services and/or their current journey. Customer satisfaction surveys are being expanded successively. For example, DB Schenker Logistics has measured customer satisfaction in its global network since 2013. It conducts some 13,000 interviews with customers in over 40 countries every two years. DB Bahn Regional Bus also surveyed customer satisfaction for the first time in 2013.

### Adverse effects on operations reflected in customer satisfaction values

DB saw customer satisfaction drop in a few areas in 2013. Customer satisfaction in long-distance transport was down slightly in 2013 due to significant adverse effects on rail operations caused by severe winter weather and flooding. With a satisfaction index (SI) of 72, customer satisfaction at DB Netze Track was also down somewhat from the previous year (SI = 73). This drop was due primarily to more construction and the tense staffing situation in the Mainz area. DB Arriva’s overall customer satisfaction value, with an SI of 83, was slightly below the previous year’s value (SI = 84), but is still very high as a whole.

DB Netze Stations saw the greatest year-on-year increase in customer satisfaction in its survey of train-operating companies and purchasing authorities. This considerable improvement is due primarily to optimized support on site by station management and better technical equipment, including availability of stairways and elevators and visual and audio information systems.

Customer satisfaction at DB at a glance				
Using a satisfaction index (SI) <sup>1</sup>		2013	2012	2011
Passenger transport				
DB Bahn Long Distance (current journey)		74	75	76
DB Bahn Long Distance		61	63	62
DB Bahn Regional Rail (current journey)		76	76	77
DB Bahn Regional (rail)		68	67	66
DB Bahn Regional Bus		74	-	-
DB Bahn Sales <sup>2</sup>		84	82	80
DB Arriva		83	84	83
Freight transport				
DB Schenker Rail		63	63	62
DB Schenker Logistics		74	-	-
Infrastructure				
DB Netze Track		72	73	74
DB Netze Stations				
– Passengers and visitors		67	69	68
– Train-operating companies and purchasing authorities		65	59	56
– Tenants		74	73	74
DB Netze Energy		78	77	77

Reporting year  
<sup>1)</sup> Satisfaction is rated on a scale of 1 to 6, with 1 being very good (except at DB Schenker Rail – where a scale of 1 to 7 is used). The resulting scores are transferred to a satisfaction index (SI). This converts the scores using a new scale of 0 (very unhappy) to 100 (very happy).  
Figures for DB Arriva are based on the weighted individual scores for UK Bus (excluding London because no survey was completed there) and UK Trains. The scores reported are translated into the SI.  
<sup>2)</sup> Satisfaction with the current purchase (sales channels)

## Improving service quality

- Punctuality in long-distance transport declined due to disrupted operations
- Product quality of DB Netze Stations and DB Netze Energy up slightly

**Difficult conditions cause punctuality rates to fall**  
Punctuality is the most important indicator of quality in rail transportation services. Punctuality rates in Germany fell year on year in 2013, with the exception of S-Bahn trains that run on direct current (Berlin and Hamburg). The drop was due to the severe winter, long-lasting consequences of flooding and weeks of reduced speed near Essen Main Station due to mining damage. Long-distance transport saw the biggest decline in punctuality on average for the year, from 79.1 percent to 73.9 percent. The effects on punctuality in regional transport were less severe.

### Impact countered with communication and information

Timetables were adjusted extensively on short notice and customer information was stepped up following the flooding to limit negative effects on customers as best as possible.

S-Bahn trains that run on direct current in Berlin and Hamburg, which were not affected by operating difficulties, saw their punctuality rates improve year on year from 96.9 percent to 97.6 percent.

DB Arriva, primarily its service in Great Britain, was also affected by flooding. It achieved a punctuality rate of 91.7 percent compared to 91.8 percent the year prior.

The effects of the flooding in Germany, which persisted for months, made an impact on rail freight transport. DB Schenker Rail saw its punctuality fall by 1.6 percentage points compared to the previous year (from 69.9 percent to 68.3 percent). Stepped-up information and communication in freight transport also minimized the impact on customers when possible.

### Agreement with the German government consistently fulfilled

At DB Netze Stations and DB Netze Energy the parameters that were set out in the Performance and Financing Agreement (LuFV) with Germany’s government are measured as product quality. The quality of facilities at passenger stations is used to judge the condition of the business unit’s active facilities. As per the LuFV, the security of the traction current supply is used as a benchmark for the reliability of the energy supplied for rail operations in Germany. Both values were up slightly from the previous year. At DB Netze Track product quality is measured as the arrival punctuality of services operated by all train-operating companies that use its network in Germany. The negative impacts mentioned above caused a 0.5 percentage point drop to 93.8 percent.

Overview of punctuality figures for rail services <sup>1</sup>				
in percent (%)		2013	2012	2011
Rail passenger transport				
DB Bahn Long Distance (high-frequency lines)		73.9	79.1	80.0
DB Bahn Regional				
– Regional trains		92.5	93.3	93.2
– S-Bahn (alternating current)		95.1	95.6	95.5
– S-Bahn (direct current)		97.6	96.9	98.0
DB Arriva <sup>2</sup>		91.7	91.8	92.5
Rail freight transport				
Arrival punctuality		68.3	69.9	68.0
DB Netze Track				
Punctuality of all TOCs <sup>3</sup>		93.8	94.3	94.4

Reporting year  
<sup>1)</sup> Punctuality criteria for passenger transport < 6 min. delay (except DB Arriva) and freight transport < 16 min. delay.  
<sup>2)</sup> Denmark, Great Britain, Netherlands, Poland and Sweden; punctuality criteria depend on the transport contract; countries weighted by revenues (change from 2012 Sustainability Report)  
<sup>3)</sup> TOC = train-operating company

### Product quality at DB Netze Stations, DB Netze Energy and DB Netze Track

		2013	2012	2011
Quality of facilities at passenger stations <sup>1</sup>	Index <sup>2</sup>	3.03	3.05	3.06
	%	99.99% <sup>3</sup>	99.93% <sup>4</sup>	99.99%
Security of energy supply <sup>1</sup>	%	99.99% <sup>3</sup>	99.93% <sup>4</sup>	99.99%
Punctuality of all TOCs <sup>5</sup>	%	93.8%	94.3%	94.4%

Reporting year, Germany  
<sup>1)</sup> Rounded figures, defined using the Performance and Financing Agreement with the German government  
<sup>2)</sup> Scale 1–6, 1 = best  
<sup>3)</sup> Preliminary value pending verification by the Federal Railway Authority  
<sup>4)</sup> Final value verified by the Federal Railway Authority  
<sup>5)</sup> TOC = train-operating company; punctuality threshold passenger transport < 6 min. and freight transport < 16 min.

## Driving innovation forward

- Slight increase in the number of BahnCards
- Continued growth in Flinkster and Call a Bike fleets

### Customers appreciate green mobility and flexible travel

DB is constantly expanding its portfolio, particularly in the field of innovative mobility products. The number of BahnCard holders demonstrates the popularity of environmentally friendly rail passenger transport. DB increased the number of BahnCards sold to nearly five million in 2013. This high number is good for the environment since journeys by all BahnCard and season ticket holders on long-distance trains in Germany are powered by 100 percent green electricity.

Services such as Flinkster (car sharing) and Call a Bike (bicycle rental system) offer customers flexible travel and eco-friendly mobility. The vehicle fleet continued to grow in 2013 thanks to the expansion of Flinkster's partnerships and Citroën Multicity Carsharing's addition of electric vehicles in Berlin, bringing its total to 350. Customers have access to 3,100 vehicles in all. Expanding offerings in Berlin, Hamburg and Lüneburg also led to an increase in journeys with the more than 9,000 Call a Bikes. This is reflected in higher customer numbers.

## Safeguarding profitable growth

- Ratings confirmed
- Revenue growth remained stable, operating profit declined
- Gloomy value management figures

### Ratings highlight DB's creditworthiness

DB AG's credit ratings by Standard&Poor's, Moody's and Fitch have remained good since they were issued in 2000. The DB Group has earned a AA rating from Standard&Poor's, Aa1 rating from Moody's and AA from Fitch, reflecting its high level of creditworthiness.

### Slight decline in revenues and weak profit

The market and competitive environment was very challenging in 2013. Difficult conditions negatively affected performance growth in all business units and therefore revenue growth in the reporting year. Noticeable increases in costs for human resources, maintenance and energy were also felt, affecting the DB Netze Track business unit in particular. DB saw revenues decline slightly and experienced significantly weaker growth in profit in 2013. DB's revenues were down 0.5 percent year on year

### BahnCard rail cards

in thousands



As of Dec. 31, Germany

### Mobility services

Number	2013	2012	2011
<strong>Vehicles</strong>			
- thereof Flinkster <sup>1</sup>	3,100	3,047	2,710
- thereof e-Flinkster and Multicity <sup>2</sup>	580	165	50
- thereof Call a Bike	9,071	8,919	8,568
- thereof pedelecs	132	131	77
<strong>Customers</strong>			
- thereof Flinkster	253,000	211,643	171,683
- thereof Call a Bike	615,000	536,535	435,316

As of Dec. 31, Germany

<sup>1)</sup> Vehicles that can be booked by end users in Germany, Austria and Switzerland

<sup>2)</sup> Excluding other cooperation partners' electric cars

### ROCE down

Return on capital employed (ROCE) fell 1.5 percentage points in 2013. The drop was due to a significant decline in adjusted EBIT. The increase in capital employed, which equates to the assets deemed necessary for business and subject to the cost of capital as derived from the balance sheet, also contributed to the drop in ROCE. The rise in capital employed is due primarily to a decline in other provisions and an increase in receivables and other assets.

### ROCE

in EUR mn	2013	2012	Δ absolute	Δ in %
EBIT adjusted	2,236	2,708	-472	-17.4%
/Capital employed Dec. 31 <sup>1</sup>	33,086	32,642	+444	+1.4%
= ROCE in %	6.8%	8.3%	-	-

Reporting year, Group worldwide

<sup>1)</sup> Previous year's figure adjusted due to the retroactive application of IAS 19

### Revenues by business unit

in EUR mn	2013		2012		Δ absolute	Total revenues Δ in %	External revenues Δ absolute	External revenues Δ in %
	Total revenues	External revenues	Total revenues	External revenues				
DB Bahn Long Distance	4,083	3,933	4,074	3,941	9	0.2%	-8	-0.2%
DB Bahn Regional	8,839	8,734	8,908	8,820	-69	-0.8%	-86	-1.0%
DB Arriva	4,180	4,175	3,757	3,751	423	11.3%	424	11.3%
DB Schenker Rail	4,843	4,495	4,926	4,597	-83	-1.7%	-102	-2.2%
DB Schenker Logistics	14,857	14,814	15,389	15,335	-532	-3.5%	-521	-3.4%
DB Services	3,184	283	3,264	286	-80	-2.5%	-3	-1.0%
DB Netze Track	4,769	1,024	4,716	981	53	1.1%	43	4.4%
DB Netze Stations	1,119	428	1,102	416	17	1.5%	12	2.9%
DB Netze Energy	2,775	928	2,870	1,080	-95	-3.3%	-152	-14.1%
Other	1,696	305	1,647	314	49	3.0%	-9	-2.9%
Consolidation	-11,226		-11,132		-94	0.8%		
Reconciliation			-225	-225	225		225	
DB Group	39,119	39,119	39,296	39,296	-177	-0.5%	-177	-0.5%

Reporting year, Group worldwide

### Net capital expenditures down slightly year on year

Gross capital expenditures totaled EUR 8.2 billion in 2013, up 2.1 percent from the previous year. Net capital expenditures, at EUR 3.4 billion, were slightly down from the previous year. They were financed out of current cash flow with the result that net financial debt remained at the previous year's level.

### Lower cash flow affects redemption coverage

The redemption coverage as of December 31, 2013, was below the previous year. This was due to a considerable reduction in operating cash flow. The decline in adjusted net financial debt could not compensate for this. The lower operating cash flow is attributed to the deterioration in operating earnings.

### Capital expenditures by business unit

in EUR mn	2013			2012			Δ absolute	Gross capital expenditures Δ in %	Δ absolute	Net capital expenditures Δ in %
	Gross capital expenditures	less investment grants received	= Net capital expenditures	Gross capital expenditures	less investment grants received	= Net capital expenditures				
DB Bahn Long Distance	168	0	168	173	0	173	-5	-2.9%	-5	-2.9%
DB Bahn Regional	908	-23	885	709	-43	666	199	28.1%	219	32.9%
DB Arriva	275	-2	273	468	-1	467	-193	-41.2%	-194	-41.5%
DB Schenker Rail	182	0	182	371	0	371	-189	-50.9%	-189	-50.9%
DB Schenker Logistics	335	0	335	321	0	321	14	4.4%	14	4.4%
DB Services	248	0	248	268	0	268	-20	-7.5%	-20	-7.5%
DB Netze Track	5,333	-4,253	1,080	5,033	-4,071	962	300	6.0%	118	12.3%
DB Netze Stations	617	-460	157	552	-374	178	65	11.8%	-21	-11.8%
DB Netze Energy	156	-73	83	149	-77	72	7	4.7%	11	15.3%
Other/consolidation	2	-1	1	9	0	9	-7	-77.8%	-8	-88.9%
DB Group	8,224	-4,812	3,412	8,053	-4,566	3,487	171	2%	-75	-2%

Reporting year, Group worldwide

Redemption coverage

in EUR mn	2013	2012	Δ absolute	Δ in %
EBITDA adjusted	5,139	5,601	-462	-8.2%
+ Net operating interest income <sup>1,2</sup>	-842	-865	+23	-2.7%
<b>Operating cash flow</b>	<b>4,297</b>	<b>4,736</b>	<b>-439</b>	<b>-9.3%</b>
Net financial debt	16,362	16,366	-4	-
+ Present value operate leases	4,646	5,075	-429	-8.5%
<b>/Adjusted net financial debt</b>	<b>21,008</b>	<b>21,441</b>	<b>-433</b>	<b>-2.0%</b>
<b>Redemption coverage in %</b>	<b>20.5%</b>	<b>22.1%</b>	-	-

As of Dec. 31, Group worldwide

<sup>1)</sup> We use a net operating interest income, adjusted for those components of net interest income related to the compounding of non-current liabilities and provisions, to properly determine redemption coverage.

<sup>2)</sup> Adjusted for special items

Gearing remains stable

Gearing, which describes the ratio of net financial debt to equity capital, remained nearly unchanged as of December 31, 2013, and only slightly above the target value of 100 percent. The decrease in equity capital was somewhat greater than the decrease in net financial debt.

Gearing

in EUR mn	2013	2012	Δ absolute	Δ in %
Financial debt	19,313	18,613	+700	+3.8%
- Cash and cash equivalents, receivables from financing	-2,951	-2,247	-704	+31.3%
<b>Net financial debt</b>	<b>16,362</b>	<b>16,366</b>	<b>-4</b>	-
/Equity capital <sup>1</sup>	14,912	14,978	-66	-0.4%
<b>= Gearing in %<sup>1</sup></b>	<b>110%</b>	<b>109%</b>	-	-

As of Dec. 31, Group worldwide

<sup>1)</sup> Previous year's figure adjusted due to the retroactive application of IAS 19

Operational value added rose

Operational value added experienced slight growth. The decline in overall performance was overcompensated for by the lower costs of materials in the creation of added value. The development of the distribution of value addition was shaped by the significant increase in personnel expenses in the year under review, meaning that the proportion of employees in value addition increased significantly.

Operational value added at the DB Group (adjusted)

in EUR mn	2013	2012	Δ absolute	Δ in %
<b>Origin</b>				
Income (overall performance)	44,596	44,918	-322	-0.7%
Cost of materials	-20,366	-20,931	+565	-2.7%
Other operating expenses	-4,709	-4,593	-116	+2.5%
Depreciation	-2,903	-2,893	-10	+0.3%
<b>Value added</b>	<b>16,618</b>	<b>16,501</b>	<b>+117</b>	<b>+0.7%</b>
<b>Distribution</b>				
Personnel expenses	14,382	13,793	+589	+4.3%
EBIT adjusted	2,236	2,708	-472	-17.4%
- thereof interest income   operational net interest	842	865	-23	-2.7%
- thereof income taxes (actual)	146	156	-10	-6.4%
- thereof net profit	649	1,459	-810	-55.5%

Reporting year, Group worldwide

Purchasing volume down

Purchasing volume in 2013 was down year on year. The decline was due to large-volume vehicle orders, primarily for ICx-type trains, placed in 2012.

Purchasing volume

in EUR mn, share in percent (%)	2013	2012
<b>Total purchasing volume DB AG<sup>1</sup></b>	<b>12,565</b>	<b>17,929</b>
- thereof local purchasing volume	84%	90%

Reporting year, Group worldwide

<sup>1)</sup> Purchasing volume German SAP system companies, not allocated to an account

Developing passenger services further

- **Sluggish development in passenger transport**
- **42 million more train passengers in Germany**
- **DB Arriva sees positive development**

DB asserts strong market positions

In passenger transport, DB's top-priority aim is to maintain a strong market position in Germany and to grow in Europe over the long term. Simple, end-to-end and increasingly international mobility solutions serve to meet this aim. DB was able to assert its leading market positions in Europe as the number two in long-distance, local and regional passenger transport and the number three in public road transport in 2013. Some 42 million more people took DB trains in Germany in 2013 than in the previous year. DB set a new passenger record with two billion passengers.

Operating profit of DB Bahn Long Distance down

The number of passengers, volume sold and volume produced at DB Bahn Long Distance declined overall. In spite of this, the business unit increased its load factor somewhat. Price campaigns, growth in cross-border transport to Italy as well as higher inter-Group revenues from employee trips led to a slight increase in total revenues. External revenues remained slightly under the level of the previous year due to the flooding and limited vehicle availability. Higher expenditures could only partially be offset by somewhat higher revenues, resulting in a decrease in adjusted EBIT by EUR 41 million to EUR 323 million. Net capital expenditures totaling EUR 168 million were invested primarily in the vehicle fleet.

DB Bahn Long Distance - selected key figures

		2013	2012	Δ absolute	Δ in %
Passengers rail	mn	130.9	131.3	-0.4	-0.3%
Passengers bus	mn	0.3	-	+0.3	-
Volume sold rail	mn pkm	36,777	37,357	-580	-1.6%
Volume sold bus	mn pkm	110	-	+110	-
Volume produced	mn trkm	142.6	145.1	-2.5	-1.7%
Load factor	%	50.7%	50.3%	-	-
Total revenues	in EUR mn	4,083	4,074	+9	+0.2%
External revenues	in EUR mn	3,933	3,941	-8	-0.2%
EBIT adjusted	in EUR mn	323	364	-41	-11.3%
Net capital expenditures	in EUR mn	168	173	-5	-2.9%

Reporting year

DB Bahn Regional experienced declines in rail and bus

The business development of DB Bahn Regional in the year under review was characterized by decreases in performance in both the rail and bus lines of business. Volume sold remained stable in the reporting year, however. The decrease in the bus line of business (-2.0 percent), as a result of lower numbers of school-children and losses of invitations to tender, could be offset by an increase in rail (+0.5 percent). DB Regional was able to generate additional revenues totaling EUR 6.3 billion in 2013 from contract awards. Overall, the profit situation developed negatively, however. This resulted from lower revenues, the decrease in other operating income (-14.7 percent) and increases in personnel expenses (+3.2 percent). Adjusted EBIT fell EUR 105 million to EUR 777 million. Net capital expenditures increased considerably, however, by EUR 219 million to EUR 885 million, due primarily to investments in the rail vehicle fleet.

DB Bahn Regional - selected key figures

		2013	2012	Δ absolute	Δ in %
Passengers	mn	2,588	2,565	+23	+0.9%
- thereof rail	mn	1,935	1,892	+43	+2.3%
- thereof bus	mn	653.4	672.4	-19.0	-2.8%
Volume sold	mn pkm	51,833	51,778	+55	+0.1%
- thereof rail	mn pkm	44,409	44,201	+208	+0.5%
- thereof bus	mn pkm	7,424	7,577	-153	-2.0%
Total revenues	in EUR mn	8,839	8,908	-69	-0.8%
External revenues	in EUR mn	8,734	8,820	-86	-1.0%
Concession fees (rail)	in EUR mn	4,168	4,265	-97	-2.3%
EBIT adjusted	in EUR mn	777	882	-105	-11.9%
Net capital expenditures	in EUR mn	885	666	+219	+32.9%

Reporting year

Considerable increase in revenues at DB Arriva

The DB Arriva business unit experienced slight positive growth with an 11.3 percent increase in revenues and an adjusted EBIT of EUR 245 million (+2.9 percent). This increase in revenues resulted primarily from the acquisition of Veolia Eastern Europe and new transport services in Sweden and the Netherlands. Foreign exchange rates had negative effects. The improvement in adjusted EBIT by EUR 7 million to EUR 245 million was particularly characterized by the positive development of the Mainland Europe line of business. Negative exchange rate developments had a dampening effect, however. Gross capital expenditures fell in the year under review. The focus in the reporting year was on the procurement of rolling stock and buses, mainly in Great Britain, Sweden, the Netherlands and Italy.

DB Arriva - selected key figures

		2013	2012	Δ absolute	Δ in %
Passengers	mn	1,632	1,421	+211	+14.8%
Volume sold rail	mn pkm	8,309	7,628	+681	+8.9%
Volume produced	mn trkm	133.9	116.7	+17.2	+14.7%
Volume produced	mn buskm	975.2	814.3	+160.9	+19.8%
Total revenues	in EUR mn	4,180	3,757	+423	+11.3%
External revenues	in EUR mn	4,175	3,751	+424	+11.3%
EBIT adjusted	in EUR mn	245	238	+7	+2.9%
Net capital expenditures	in EUR mn	273	467	-194	-41.5%

Reporting year



## Integrating transport and logistics at international level

- **Difficult environment for transportation and logistics activities**
- **International and networked solutions for logistics**

### DB takes advantage of global market opportunities

DB strategically positioned itself as a leading transportation and logistics services provider worldwide early on in order to respond to current and future market demands. With its dense network in European rail freight and land transport, it now aims to take advantage of market opportunities. In 2013, it was able to defend its leading market positions as the number one in European rail freight and land transport, the number three in global ocean freight and the number five in global contract logistics. DB Schenker was forced into the third spot in air freight in 2013.

### Performance at DB Schenker Rail down

DB Schenker Rail experienced a decline in the volume of goods transported, volume sold and volume produced. It was able to increase its load factor, in particular through measures to improve efficiency. As a result of the decline in performance, total revenues fell by EUR 83 million to EUR 4.8 billion. The first full-year inclusion of TFG Transfracht and the development of Euro Cargo Rail, which enabled DB Schenker Rail to increase its market share in the French rail freight transport market, had a stabilizing effect.

External revenues also declined. Adjusted EBIT dropped EUR 30 million to EUR 57 million, in particular as a result of the flooding in Germany. Net capital expenditures also declined significantly. This is due to a very high level of capital expenditure in the previous year. The focus of the capital expenditure at DB Schenker Rail was also on modernizing the existing vehicle fleet.

### DB Schenker Rail – selected key figures

		2013	2012	Δ absolute	Δ in %
Freight carried	mn t	390.1	398.7	-8.6	-2.2%
Volume sold	mn tkm	104,259	105,894	-1,635	-1.5%
Volume produced	mn trkm	196.0	203.1	-7.1	-3.5%
Capacity utilization	t per train	531.9	521.4	+10.5	+2.0%
Total revenues	in EUR mn	4,843	4,926	-83	-1.7%
External revenues	in EUR mn	4,495	4,597	-102	-2.2%
EBIT adjusted	in EUR mn	57	87	-30	-34.5%
Net capital expenditures	in EUR mn	182	371	-189	-50.9%

Reporting year

### Mixed results for DB Schenker Logistics

The development of volume in the individual lines of business varied during the year under review but was generally weak.

- The volume of shipments in European land transport increased slightly, by 0.2 percent. This was driven by growth in international land transport and parcel carriage, which was almost entirely offset by the slight slowdown in national land transport.
- The volume of air freight decreased slightly, by 0.3 percent, which was mainly due to development on transatlantic and transpacific routes. In contrast, transports from Asia to Europe as well as to and from Latin America and the Middle East posted increases.
- The volume of ocean freight declined by 0.7 percent. Positive developments were reported, particularly in transpacific connections. This was compensated for by a decrease in volume on Asia/Europe connections as well as connections within Europe and Asia.

The weak development of performance led to a drop in revenues. Due to the development of revenues, gross profit and operating profit declined. Adjusted EBIT fell by EUR 83 million to EUR 335 million. Gross capital expenditures were higher year on year, with a focus on Europe.

### DB Schenker Logistics – selected key figures

		2013	2012	Δ absolute	Δ in %
Shipments in European land transport	thousand	95,543	95,325	+218	+0.2%
Air freight volume (export)	thousand t	1,092	1,095	-3	-0.3%
Ocean freight volume (export)	thousand TEU	1,891	1,905	-14	-0.7%
Total revenues	in EUR mn	14,857	15,389	-532	-3.5%
External revenues	in EUR mn	14,814	15,335	-521	-3.4%
Gross profit margin	%	32.2%	31.5%	-	-
EBIT adjusted	in EUR mn	335	418	-83	-19.9%
EBIT margin (adjusted)	%	2.3%	2.7%	-	-
Net capital expenditure	in EUR mn	335	321	+14	+4.4%

Reporting year

## Strengthening infrastructure

- **Slowdown in operations**
- **Higher percentage of non-DB railways**
- **Rising cost of energy procurement**

### DB shows broad-scale responsibility for transport infrastructure

The integrated Group structure means that DB assumes dual responsibility for rail transport in Germany: it is both the operator and primary user of the rail infrastructure. The DB Group is responsible for the rail infrastructure and stations as well as for supplying energy to railway companies in Germany.

### Demand down at DB Netze Track

Train-path demand fell slightly in the year under review as a result of declines in DB Group regional and rail freight transport and lower demand in long-distance transport due to the flooding. This was only partially offset by greater demand from non-Group railways. Total revenues rose by 1.1 percent in the year under review, primarily as a result of positive price effects. In total, adjusted EBIT decreased by EUR 229 million to EUR 665 million. This, combined with virtually unchanged capital employed, led to a decrease in ROCE from 5 percent to 3.7 percent. Gross capital expenditures were 6 percent higher than in the previous year largely due to increased capital expenditures in the existing network. There was an above-average increase in net capital expenditures. Some 70 percent of expenditures once again related to capital expenditures in the existing network.

### DB Netze Track – selected key figures

		2013	2012	Δ absolute	Δ in %
Length of line operated as of Dec. 31	km	33,295	33,319	-24	-0.1%
Total revenues <sup>1</sup>	in EUR mn	4,769	4,716	+53	+1.1%
External revenues <sup>2</sup>	in EUR mn	1,024	981	+43	+4.4%
EBIT adjusted	in EUR mn	665	894	-229	-25.6%
ROCE	%	3.7%	5.0%	-	-
Capital employed as of Dec. 31	in EUR mn	17,929	17,895	+34	+0.2%
Gross capital expenditures	in EUR mn	5,333	5,033	+300	+6.0%
Net capital expenditures	in EUR mn	1,080	962	+118	+12.3%

Reporting year

<sup>1)</sup> Previous year's figure adjusted for effects (EUR +7 million) from the reclassification of other operating income to revenues

<sup>2)</sup> Previous year's figure adjusted for effects (EUR +1 million) from the reclassification of other operating income to revenues

### Year-on-year performance at DB Netze Stations remained stable

The number of station stops remained virtually unchanged in the year under review. A fall in demand from DB Group customers, particularly in the area of regional transport, was offset by greater demand from non-Group customers. The increase in total revenues is due to higher station revenues resulting from price factors as well as higher rental and leasing revenues. Adjusted EBIT remained nearly unchanged from the previous year. In light of stable EBIT, the slightly increased capital employed, which was largely attributable to an increase in assets, resulted in a slight fall in ROCE in the previous year to 7.8 percent in the year under review. While gross capital expenditures increased 11.8 percent due to more construction, net capital expenditures decreased 11.8 percent as a result of a lower level of required own funds.

### DB Netze Stations – selected key figures

		2013	2012	Δ absolute	Δ in %
Stations as of Dec. 31		5,373	5,350	+23	+0.4%
Station stops	mn	143.2	143.4	-0.2	-0.1%
- thereof non-Group customers	mn	27.1	26.5	+0.6	+2.3%
Total revenues	in EUR mn	1,119	1,102	+17	+1.5%
- thereof station expenditures	in EUR mn	756	738	+18	+2.4%
External revenues	in EUR mn	428	416	+12	+2.9%
EBIT adjusted	in EUR mn	229	230	-1	-0.4%
ROCE	%	7.8%	7.9%	-	-
Capital employed as of Dec. 31	in EUR mn	2,936	2,906	+30	+1.0%
Gross capital expenditures	in EUR mn	617	552	+65	+11.8%
Net capital expenditures	in EUR mn	157	178	-21	-11.8%

Reporting year

Fall in demand at DB Netze Energy

In the year under review, demand for traction power and diesel, down 2.0 percent and 2.3 percent respectively, was particularly affected by a fall in demand from DB Group customers, which was only somewhat offset by higher demand from non-DB Group customers. Together with increased intermodal competition and the consequences of the floods, greater efficiency also resulted in a decrease in traction energy consumption.

Intense price competition in the area of stationary energy had a more severe impact, leading to a drop in demand of almost 34 percent. This was to some extent offset in total revenues by effects arising out of the green makeover of long-distance transport services and the passing-on of increases in statutory reallocation charges.

The fall in revenues, together with a disproportionate decrease in costs, led to a deterioration in adjusted EBIT. There was also a disproportionate decrease in the amount of capital employed, while ROCE fell from 9.4 percent to 7.8 percent. Capital expenditures were higher than in the previous year as a result of the acquisition of the traction power supply facilities of the Berlin S-Bahn.

DB Netze Energy – selected key figures

		2013	2012	Δ absolute	Δ in %
Traction power (16.7 Hz and direct current) GWh		10,194	10,403	-209	-2.0%
Stationary energy (50 Hz and 16.7 Hz) GWh		3,533	5,319	-1,786	-33.6%
Diesel fuel mn l		459.0	469.8	-10.8	-2.3%
Total revenues <sup>1</sup> in EUR mn		2,775	2,870	-95	-3.3%
External revenues <sup>2</sup> in EUR mn		928	1,080	-152	-14.1%
EBIT adjusted in EUR mn		71	91	-20	-22.0%
ROCE %		7.8%	9.4%	-	-
Capital employed as of Dec. 31 in EUR mn		909	969	-60	-6.2%
Gross capital expenditures in EUR mn		156	149	+7	+4.7%
Net capital expenditures in EUR mn		83	72	+11	+15.3%

Reporting year  
<sup>1)</sup> Previous year's figure adjusted for effects (EUR +38 million) from the reclassification of other operating income to revenues  
<sup>2)</sup> Previous year's figure adjusted for effects (EUR +1 million) from the reclassification of other operating income to revenues

Providing supporting services

- Competitive advantages as a reliable partner in adding value
- Business focus on Group customers
- Slight decline in revenue growth

Providing important services for business units

Key cross-divisional service functions are pooled within DB Services, which primarily supports the Group's other business units. However, a number of these services are increasingly being offered outside of the Group as well. The business unit reduces intra-Group service costs, in addition to safeguarding a marketable standard of quality and service.

Internal revenues of EUR 2.9 billion continue to account for the majority of total revenues. These fell by 2.6 percent during the year under review as a result of a decline in demand for maintenance of rolling stock. This resulted in a EUR 55 million drop in adjusted EBIT to EUR 29 million. Net capital expenditures decreased due to lower capital expenditures for replacement and additional capital expenditures in hardware and software at DB Systel and due to a decline in demand in the maintenance of rolling stock. DB Motor Vehicle Fleet invested more in road vehicles, however.

DB Services – selected key figures

in EUR mn	2013	2012	Δ absolute	Δ in %
Total revenues <sup>1</sup>	3,184	3,264	-80	-2.5%
External revenues <sup>2</sup>	283	286	-3	-1.0%
EBIT adjusted	29	84	-55	-65.5%
Net capital expenditures	248	268	-20	-7.5%

Reporting year  
<sup>1)</sup> Previous year's figure adjusted for effects (EUR +1,766 million) from the reclassification of other operating income to revenues  
<sup>2)</sup> Previous year's figure adjusted for effects (EUR +161 million) from the reclassification of other operating income to revenues

Approximately 3,000 service staff are available at stations to provide DB customers with assistance.

03 Becoming a top employer

DB has set out in its DB2020 strategy to become one of the top ten employers in Germany and to hold top positions internationally as well. Satisfied and skilled employees who are dedicated to DB and its customers lay the groundwork for sustainable business success. That is why the Group aims to retain and recruit qualified experts and talented junior staff. Increasing the Group's employer appeal, improving employee satisfaction and

equipping the Group to cope with demographic challenges are therefore important aspects of the human resource strategy. Six HR2020 programs play an important role in applying the DB2020 strategy. Areas of emphasis include strategic workforce planning, talent acquisition, employee development, corporate culture, employment conditions, and optimizing and internationalizing HR activities.



## Increasing new hiring and boosting the workforce

- Over 11,000 new hirings and some 3,800 vocational trainees and cooperative education students in Germany
- Global workforce grows to over 300,000
- Positions offered to 2,400 vocational trainees and cooperative education students

### Demographic development forces DB to act

Over the coming years, a large number of positions will become vacant at DB as employees leave the company or retire. The statistics show that action is needed: in 2013, the average age of DB employees in Germany was 46, with more than 40 percent of employees age 50 or older. Employees spend an average of around 21 years with the Group. To meet its future requirements in Germany, DB will hire an average of 7,000 to 8,000 employees per annum over the coming years. DB's growth worldwide also means that new jobs are being created.

### Workforce has continued to grow

The total number of people employed at the Group increased from 299,347 in 2012 to 306,919 in 2013. The increase was due primarily to the expansion of DB Arriva's business and new hiring at DB Netze Track and DB Bahn Long Distance. In Germany DB hired over 11,000 new employees and offered positions to some 2,400 vocational trainees and cooperative education students in 2013. This increase was partly offset by staff leaving the company or retiring.

#### Employees by business unit

In full-time equivalents (FTE)	2013	2012	2011
DB Bahn Long Distance	16,564	15,947	15,976
DB Bahn Regional	36,878	36,959	37,131
DB Arriva	46,718	39,545	38,196
DB Schenker Rail	30,925	31,770	32,466
DB Schenker Logistics	64,051	64,199	62,197
DB Services	26,319	26,375	26,556
DB Netze Track	42,206	41,400	41,136
DB Netze Stations	4,835	4,797	4,817
DB Netze Energy	1,753	1,626	1,584
Other	25,404	24,890	24,260
<b>DB Group</b>	<b>295,653</b>	<b>287,508</b>	<b>284,319</b>

As of Dec. 31, Group worldwide

#### Employees by business unit

Headcount	2013	2012	2011
DB Bahn Long Distance	17,621	16,963	16,938
DB Bahn Regional	38,496	38,551	38,681
DB Arriva	48,715	42,274	40,051
DB Schenker Rail	31,290	32,127	32,775
DB Schenker Logistics	66,795	67,005	65,044
DB Services	27,344	27,466	27,687
DB Netze Track	42,930	42,066	41,786
DB Netze Stations	5,095	5,046	5,052
DB Netze Energy	1,783	1,649	1,603
Other	26,850	26,200	25,555
<b>DB Group</b>	<b>306,919</b>	<b>299,347</b>	<b>295,172</b>

As of Dec. 31, Group worldwide

### Steady increase in workforce in Germany and Europe

Nearly 64 percent of DB's employees work in Germany; 36 percent of its employees work outside of Germany. The number of employees in Germany and the rest of Europe rose noticeably in 2013.

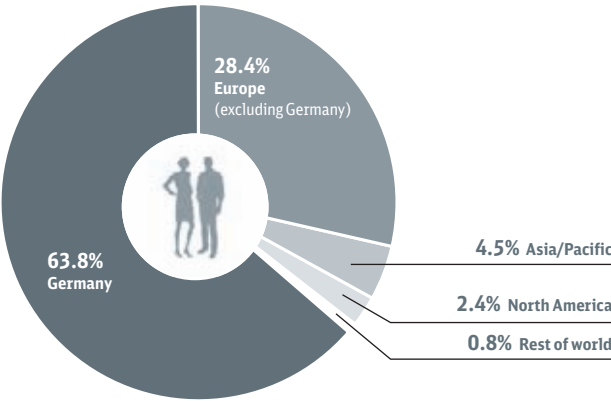
#### Employees by region

Headcount	2013	2012	2011
Germany	195,912	194,020	193,109
Europe (excluding Germany)	87,270	81,055	78,686
Asia/Pacific	13,755	14,030	12,999
North America	7,421	7,704	8,133
Rest of world	2,561	2,538	2,245
<b>DB Group</b>	<b>306,919</b>	<b>299,347</b>	<b>295,172</b>

As of Dec. 31, Group worldwide

#### Employees by region

in percent (%) of headcount



As of Dec. 31, Group worldwide

## Strengthening cultural change

- Percentage of women up slightly
- 10,500 follow-up workshops and activities following the employee survey
- Dialogue series on the new leadership concept

### Employee survey follow-up process targets measures for bringing about change

A strong corporate culture shaped by a spirit of partnership, a high degree of motivation, loyalty and employee satisfaction lays the groundwork for sustainable business success. The cultural development process in the reporting year focused on the follow-up process for the first Group-wide employee survey in 2012 and on initiating Group-wide measures. The results of the employee survey were used as the basis for 10,500 follow-up workshops and activities in which more than 126,000 employees participated. Specific mandatory steps were agreed upon at the follow-up workshops. Nearly 30,000 measures will be carried out collectively throughout the Group based on these steps.

The change in corporate culture and the DB2020 strategy also mean that DB's executives have to meet new requirements. The increasing complexity of leadership tasks requires a stronger transformational leadership concept, which executives use to involve and motivate their staff. The dialogue series on strategy and leadership, which was initially offered to the top 250 executives, was expanded to upper management in Fall 2013. At the same time, mid-level managers and operational-level executives have started being included in the dialogue.

### Using diversity as a factor of success

Appreciating the benefits of diversity and utilizing its potential for innovation are an integral part of DB's corporate culture. The Diversity Management Department has made strategic advancements in encouraging diversity and putting it into practice. It identified equal development opportunities for women and men and the encouragement of collaboration among people of different age groups and from different cultures as core topics.

### Sights set on increasing the percentage of women

DB has placed particular emphasis on gender equality. Considering that many of the jobs at the company are technical, DB has set itself an ambitious goal: it aims to increase the percentage of women in its overall workforce in Germany to 25 percent by 2015. It also hopes to increase the share of female managers to 20 percent. DB has developed additional measures to achieve these targets. For example, there must be at least one suitably qualified woman on the list of candidates when managerial positions are filled.

### Promoting work-life balance

Uniform provisions for interim management were developed to ease the transition before and after leaves of absence and to ensure that employees return to work without difficulty. The average percentage of female workers was up slightly year on year as a result of these and other measures.

#### Percentage of women by business unit

in percent (%) of headcount	2013	2012	2011
DB Bahn Long Distance	27.1	26.7	25.7
DB Bahn Regional	15.7	15.3	15.1
DB Arriva	12.4	10.9	11.0
DB Schenker Rail	11.4	11.0	10.7
DB Schenker Logistics	34.6	35.4	35.4
DB Services	18.5	18.3	18.1
DB Netze Track	16.5	16.1	15.9
DB Netze Stations	46.9	46.4	45.5
DB Netze Energy	12.0	11.5	10.7
Other	41.7	41.3	40.6
<b>DB Group</b>	<b>22.6</b>	<b>22.5</b>	<b>22.2</b>

As of Dec. 31, Group worldwide

### DB is committed to a diverse society

DB is committed to equal opportunity regardless of age, gender, ethnicity, religion or sexual orientation, and not only within the company. It is also committed to promoting diversity in society, for example through its work as part of the Charta der Vielfalt (Diversity Charter) organization and through various measures on Germany's first Diversity Day in 2013. The increasing importance of this area for action is also reflected in staff figures. The share of employees from an immigrant background increased to 8 percent.

#### Employees by age, gender and origin

Headcount and in percent (%)	2013	2012	2011
< 30 years old	21,989	20,441	19,382
– thereof women	28.8%	29.2%	29.8%
30–49 years old	87,023	87,608	88,124
– thereof women	25.3%	24.8%	24.2%
≥ 50 years	81,224	78,523	76,638
– thereof women	17.6%	16.9%	16.5%
<b>Total employees</b>	<b>190,236</b>	<b>186,572</b>	<b>184,144</b>
– thereof women <sup>1)</sup>	22.4%	22.0%	21.6%
– thereof migrants	8.0%	7.4%	6.8%

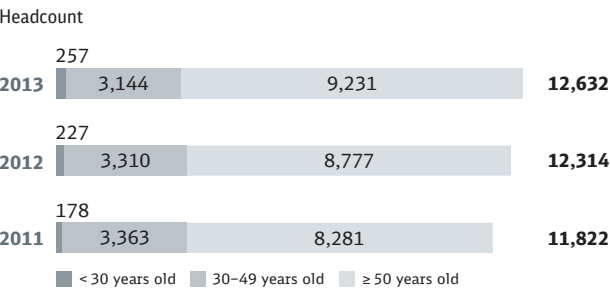
As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)  
migrants = foreign nationals and/or born in a country other than the one they work in

<sup>1)</sup> For information: total percentage of women in Germany: 22.5 percent (2013)

Further improvements in integrating severely disabled employees

DB has made implementing the UN Convention on the Rights of Persons with Disabilities in the workplace a priority. It is pursuing the aim of fully integrating disabled employees into the working world as early as the hiring process. The Group’s internal agreement on the “Integration and professional development of disabled employees at the DB Group” signed in 2010 was updated and supplemented, effective January 1, 2013.

Severely disabled employees by age



As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)  
Comprises employees with a severe disability or equivalent status.

Managerial-level staff by age

Headcount	2013	2012	2011
Supervisory Board (DB AG, DB ML AG) <sup>1</sup>	32	32	32
< 30 years old	0	0	0
30–49 years old	2	2	3
≥ 50 years old	30	30	29
Senior executives	224	223	213
< 30 years old	0	0	0
30–49 years old	97	102	104
≥ 50 years old	127	121	109
Upper management	852	789	773
< 30 years old	1	0	0
30–49 years old	501	477	484
≥ 50 years old	350	312	289
Middle management	2,147	2,094	2,002
< 30 years old	5	8	7
30–49 years old	1,323	1,290	1,230
≥ 50 years old	819	796	765
Total number of executives (excluding Supervisory Board)	3,223	3,106	2,988

As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)  
<sup>1)</sup> Seven members of the DB AG/DB ML AG Supervisory Board hold positions on both boards.

Diversity identified as a target from managerial levels to the Management Board

The largest share of executives fall into the 30 to 49-year-old age group. The percentage of female executives rose in the reporting year. In addition, Dr. Heike Hanagarth was appointed member of the Group Management Board responsible for Technology as of December 1, 2013. The trend in upper management was especially positive, with the share of women increasing.

Managerial-level staff by gender and origin

Headcount and in percent (%)	2013	2012	2011
Supervisory Board (DB AG, DB ML AG) <sup>1</sup>	32	32	32
– thereof women	9.4%	9.4%	9.4%
Senior executives	224	223	213
– thereof women	9.8%	8.5%	8.9%
– thereof migrants	4.0%	4.9%	5.2%
Upper management	852	789	773
– thereof women	14.6%	13.9%	12.5%
– thereof migrants	3.9%	3.7%	3.0%
Middle management	2,147	2,094	2,002
– thereof women	18.5%	18.2%	17.2%
– thereof migrants	2.5%	2.5%	2.2%
Total number of executives (excluding Supervisory Board)	3,223	3,106	2,988
– thereof women <sup>2</sup>	16.9%	16.5%	15.4%
– thereof migrants	3.0%	3.0%	2.6%

As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany); migrants = foreign nationals and/or born in a country other than the one they work in. Data on origin is not collected for members of the Supervisory Board.  
<sup>1)</sup> Seven members of the DB AG/DB ML AG Supervisory Board hold positions on both boards.  
<sup>2)</sup> For information: total percentage of female executives in Germany: 16.9 percent (2013), 16.4 percent (2012)

Shaping employment conditions

- Collective bargaining agreement designed to address demographic change takes effect
- Lower staff turnover
- Programs to promote health expanded

Demographics collective bargaining agreement offers reliable prospects

DB creates competitive and attractive employment conditions oriented to an even greater extent toward employees’ stages in their careers and lives. The collective bargaining agreement designed to address demographic change (demographics collective bargaining agreement), which took effect in 2013, aims to offer employees prospects and enable development opportunities for employees to spend their entire career at DB.

The agreement includes provisions such as a demographic model to reduce work volume for older employees working in shifts and permanent job protection in Germany. The demographics collective bargaining agreement for Germany also provides for opportunities for flexible working time models to help employees balance a career, family life and personal life.

The DB Group has had a European Works Council to represent employee interests across national borders since 2005. Employment conditions for staff at DB supplement the legal regulations in each country, which are largely laid down in collective bargaining agreements signed with the relevant trade unions responsible.

Part-time models becoming more popular

DB offers different part-time models to help employees balance their career and personal life. Women aren’t the only employees to take advantage of more working time flexibility. The percentage of part-time employees in Germany was higher in 2013 than in 2012.

Employees by working time (full time/part time) and gender

Headcount and in percent (%)	2013	2012	2011
Full time	175,125	172,550	170,789
– thereof women	18.4%	18.0%	17.7%
Part time	15,111	14,022	13,355
– thereof women	68.6%	70.1%	71.5%
Total	190,236	186,572	184,144

As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)

Nearly all employees have permanent employment contracts

The share of employees with permanent contracts of employment at DB in Germany remained high, at over 95 percent. The share of women among employees with permanent contracts rose 0.5 percent in the reporting period. The share of agency staff was down slightly from the previous year.

Employees by contract type (temporary/permanent) and gender

Headcount and in percent (%)	2013	2012	2011
Permanent	182,630	179,269	177,062
– thereof women	22.1%	21.6%	21.3%
Temporary	7,606	7,303	7,082
– thereof women	29.6%	29.9%	27.8%
Total	190,236	186,572	184,144

As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)

External temporary employees



Average staff in the reporting year  
(companies with roughly 97 percent of employees in Germany)

Percentage of civil servants down

The same collective-bargaining provisions apply to civil servants as to other DB employees because civil servants are assigned to DB by law as stipulated in Art. 2 Sec. 12 of the German Railway Reorganization Act (ENeuOG).

The number of civil servants has continued to fall because DB stopped adding civil servants to its workforce when DB AG was established in 1994. The share of civil servants in the overall workforce was down from 17.4 percent to 15.9 percent in 2013.

Employees by employment type

Headcount	2013	2012	2011
Employees with collective-bargaining agreements	150,186	145,145	141,113
Civil servants	30,177	32,510	34,627
Employees with individual contracts <sup>1</sup>	9,873	8,917	8,404
Total	190,236	186,572	184,144

As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)  
<sup>1)</sup> The figure for employees with individual contracts primarily includes executives, employees not subject to collective bargaining agreements and employees with individual contractual arrangements.

Number of employees subject to collective-bargaining agreement

Headcount and in percent (%)	2013	2012	2011
Number of employees with collective-bargaining agreements, absolute	180,274	177,554	175,653
Number of employees with collective-bargaining agreements, relative	94.8%	95.2%	95.4%

As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)

Sustainability integrated into executive remuneration

Continuous improvements were made to the employment conditions for managers and other employees not subject to collective bargaining agreements in the reporting period. For example, the system of targets employed for the DB2020 strategy with its three sustainability aspects was integrated into the payment of variable annual bonuses for financial year 2013. At the DB Group, a variable annual bonus is paid to managers and other employees not subject to collective bargaining agreements regardless of the working time stipulated in their individual contracts.



Staff turnover by age, gender and reason for leaving

Headcount and rate in percent (%)	2013		2012		2011	
	Departing employees	Turnover rate	Departing employees	Turnover rate	Departing employees	Turnover rate
< 30 years old	1,063	5.4%	1,404	6.9%	1,394	6.3%
– thereof women	305	5.6%	377	6.5%	501	7.5%
– thereof men	758	5.4%	1,027	7.1%	893	5.8%
30–49 years old	1,572	1.8%	1,893	2.1%	1,732	1.9%
– thereof women	305	1.5%	365	1.7%	229	1.1%
– thereof men	1,267	2.0%	1,528	2.3%	1,503	2.1%
≥ 50 years old	4,918	6.4%	5,530	7.3%	4,480	6.2%
– thereof women	749	5.9%	784	6.3%	472	4.1%
– thereof men	4,169	6.5%	4,746	7.5%	4,008	6.6%
Total turnover	7,553	4.2%	8,827	4.8%	7,606	4.1%
– thereof other turnover	4,649	2.6%	5,037	2.7%	4,719	2.5%
– thereof retirement-related turnover	2,904	1.6%	3,790	2.1%	2,887	1.6%

Reporting year, Germany (companies with roughly 97 percent of employees in Germany)  
Figures relate to turnover among employees with permanent contracts. The turnover figure includes employees on partial retirement.

Return to work and rates of departure after maternity/parental leave

Headcount and in percent (%)	2013		2012		2011	
	Employees	Rate	Employees	Rate	Employees	Rate
Returning employees	944	52.2%	1,069	54.3%	1,286	56.8%
– thereof women	856	50.6%	893	50.7%	1,065	53.1%
– thereof men	88	74.6%	176	84.6%	221	85.0%
Departing employees	94	5.2%	104	5.3%	126	5.6%
– thereof women	89	5.3%	94	5.3%	111	5.5%
– thereof men	5	4.2%	10	4.8%	15	5.8%
Retention on parental leave	771	42.6%	796	40.4%	853	37.7%
– thereof women	746	44.1%	774	44.0%	829	41.3%
– thereof men	25	21.2%	22	10.6%	24	9.2%

Germany (companies with roughly 97 percent of employees in Germany), based on employees who were on maternity or parental leave as of Dec. 31 of the previous year  
Returning employees = employees returning from maternity or parental leave  
Departing employees = employees who left the Group during or immediately following maternity or parental leave  
On parental leave = employees who were on maternity or parental leave and had not returned or left as of Dec. 31 of the previous year

Staff turnover remained low

Staff turnover fell compared to the previous year due to a reduction of partial retirement agreements that had previously been entered into. 65 percent of the employees who left were over 50. Only 15 percent were women. In 2013, 38.4 percent of the employees who left the company retired, slightly down from 42.9 percent in 2012.

Employees make use of parental leave

The number of employees on parental leave fell year on year. While the percentage of employees who returned from parental leave was down slightly in 2013, more employees remained on parental leave. The number

of men who remained on parental leave was slightly higher than in the previous year, while the percentage of women remained stable. The percentage of employees who left the company following parental leave remained constant at a low level.

High regard for health in the workplace

DB offers a wide range of programs to promote health and modern company health management to enable employees to spend their entire careers at the company. Employee health in the first quarter was 0.2 percent below the 95.1 percent target value from the previous year due to unusually widespread influenza.

Health rate

in percent (%)	2013	2012	2011
Germany, excluding DB Schenker Logistics <sup>1</sup>	94.9%	95.1%	95.1%
Germany, DB Schenker Logistics only <sup>2</sup>	96.0%	96.0%	96.0%

Annual average for the reporting year, companies with roughly 97 percent of employees in Germany  
Health rate = number of working days minus all illness-related absences (with continued pay)  
<sup>1)</sup> Based on calendar days  
<sup>2)</sup> Based on number of working days under contract

Accident numbers clearly on the decline

To ensure that employees are safe and healthy at the workplace, DB instituted an extensive occupational health and safety management system based on the Health and Safety Management corporate guideline and on the OHSAS 18001 international occupational health and safety standard. Minor injuries are only documented locally in the first-aid log book and are therefore not included in the figures for occupational accidents. The number of occupational and work-related road accidents and the number of fatal occupational accidents saw a marked decline.

Occupational accidents, work-related road accidents, and occupational accident rate

Number, rate per thousand employees	2013	2012	2011
Total occupational accident rate and work-related road accidents	7,458	7,725	7,721
– thereof fatal occupational accident rate	1	7	2
Occupational accident rate <sup>1</sup>	32.1	33.5	33.8

Reporting year, Germany (companies with roughly 92 percent of employees in Germany)  
All incidents resulting in three or more days off work are included.  
<sup>1)</sup> Occupational accident rate excluding work-related commuting accidents

Personnel expenses grow as the workforce and wages increase

In the 2013 reporting year, personnel expenses at DB totaled EUR 14.4 billion. The increase in wages and salaries mainly reflects the increased number of staff and also the impact of collective bargaining agreements. This increase was mitigated by exchange rate fluctuations.

The figure stated for personnel expenses (social security contributions) includes an expense of EUR 899 million for defined contribution plans (previous year: EUR 868 million), primarily for pension insurance. Expenditures for pensions comprise payments to current employees and to individuals no longer employed at DB or their surviving dependants. They result primarily from service expenses, employer contributions toward supplementary company plans and payments to Pensions-Sicherungs-Verein aG.

Personnel expenses

in EUR mn	2013	2012	2011
Wages and salaries	11,595	11,134	10,656
– for employees	10,341	9,822	9,298
– for assigned civil servants	1,254	1,312	1,358
Social security expenses	2,788	2,683	2,420
– for employees	1,917	1,817	1,667
– for assigned civil servants	268	277	277
– threeroof costs for adjusting staffing levels	283	315	211
– thereof costs of retirement benefits	320	274	265
Total	14,383	13,817	13,076

Reporting year, Group worldwide

Detailed descriptions of the development in pension obligations can be found in the section on the “Pension obligations” KPI.

Pension obligations

in EUR mn	2013	2012	2011
Funded obligations	3,941	3,685	3,084
Unfunded obligations	2,730	2,610	2,000
Total obligations as of Dec. 31	6,671	6,295	5,084
Fair value of plan assets as of Dec. 31	–3,109	–2,891	–2,597
Effects due to cost sharing	–237	–193	–95
Effects due to franchise contracts	–205	–145	–129
Assets recognized in the balance sheet as pension assets	44	8	7
Net liability recognized in the balance sheet	3,164	3,074	2,270

As of Dec. 31, Group worldwide

Promoting staff development

- Vocational training and professional development expenses continue to rise
- Some 250,000 employees trained in Germany
- Changing international requirements for employee development

DB Training and DB Akademie help staff and executives to gain additional qualifications

The provision of vocational training and professional development for staff in Germany is overseen by DB Training – the partner for learning, development and change processes at the DB Group. It offers 2,000 training courses for target groups ranging from vocational trainees to specialists. In the year under review, DB Training ran events attended by a total of around 250,000 people. Of these, approximately 95 percent were DB employees and about 5 percent were members of staff from other companies.



Training and continuing professional development expenses  
(including vocational trainees and cooperative education students)

EUR	2013	2012	2011
Total	146,374,313	141,057,187	126,851,566
Per full-time equivalent (FTE)	739	719	659

As of Dec. 31, Germany

Regional training centers were set up in 2013 as pilot projects to offer employees abroad vocational training and professional development. In addition, the DB Schenker training center in Singapore was further expanded and a program on temporary international project and observer assignments for specialists and potential executives was developed.

DB Akademie is responsible for training the company's some 7,000 executives and potential executives. Around 43 percent of the target group was able to benefit from DB Akademie's talent, transition and excellence programs based on the individual's development stages in 2013.

Attracting employees

- Applications up by 30 percent on average
- Higher percentage of women among new hirings
- Employer branding campaign receives recognition

Employer branding campaign a success

As it strives to become a top employer, DB is working hard to attract qualified professionals and executives. DB aims to hire between 7,000 and 8,000 new employees each year.

New hirings by gender

Headcount in percent (%)	2013	2012	2011
< 30 years old	4,990	4,938	4,149
– thereof woman	33.1%	32.4%	27.3%
30–49 years old	5,204	4,981	3,930
– thereof woman	27.4%	25.0%	21.7%
≥ 50 years old	1,287	1,180	775
– thereof woman	22.8%	21.1%	18.2%
Total	11,481	11,099	8,854 <sup>1</sup>

Reporting year, Germany (companies with roughly 97 percent of employees in Germany)

These figures do not include vocational trainees and cooperative education students who were hired or offered a permanent position.

<sup>1)</sup> No data available for DB Schenker Logistics for 2011

DB is showcased as a multi-faceted, appealing, future-proof and responsible company in its broad-based employer branding campaign. As a result, DB's image as an employer continued to improve considerably in 2013. According to rankings by trendence, a leading research institute, DB improved in every target recruit-

ing group compared to the year prior. In the same period DB jumped from number 31 to 22 based on all DB target groups.

More women hired in all age groups

The 30–49 age group saw the most growth compared to the previous year.

Training young executives is highly valued

The DB Group is not just one of the largest employers in Germany. With more than 12,000 vocational trainees, cooperative education students and participants in the “Chance Plus” preparatory program, it is also one of the largest providers of training. The DB Group and the German Railway and Transport Union (EVG) agreed on additional improvements to vocational training and cooperative education programs, which took effect on September 1, 2013. Preliminary screening of high school graduates by grades was eliminated to permanently align the selection of applications with skills and potential to a greater extent. Selection based on an online test was introduced in July 2013 to better identify the skills of applicants to match them with appropriate job profiles.

Junior employees by type of training

Headcount	2013	2012	2011
Vocational trainees <sup>1</sup>	10,361	10,019	9,109
Cooperative education students <sup>1</sup>	1,083	987	835
Graduate trainees <sup>2</sup>	181	187	186
Interns	615	507	465
Chance Plus participants <sup>3</sup>	310	315	400

<sup>1)</sup> As of Dec. 31, Germany

Comprises trainees at all stages of training (usually vocational trainees and students in cooperative education programs from three intake years)

<sup>2)</sup> As of Dec. 31, Germany (companies with roughly 97 percent of employees in Germany)

<sup>3)</sup> “Chance Plus” helps high school graduates with limited chances of securing an apprenticeship to prepare for working life.

Young people can receive vocational training in over 50 skilled trades at DB. DB's own vocational training and cooperative education programs provide a sound basis for ensuring that sufficient qualified staff are available. That is why all vocational trainees who successfully complete their program have received a permanent job offer since the collective bargaining agreement to address demographic change was introduced.

Retention of apprentices and cooperative education students

Headcount	2013	2012	2011
Vocational trainees	2,208	2,069	2,183
Cooperative education students	184	190	181

Reporting year, Germany (companies with roughly 97 percent of employees in Germany)

Vocational trainees and students in cooperative education program hired following completion of their program



04 Pioneering environmental protection

Since 2013, the train journeys of millions of long-distance rail customers in Germany have been powered by 100 percent green electricity. Thanks to this achievement, Deutsche Bahn is already an eco-pioneer in rail transportation. No other mode of transportation in Germany has such a high percentage of renewable energy sources in its energy mix. Using resources efficiently is essential to ensure that the company remains viable in the future. That is why DB has set ambitious targets in its DB2020

strategy: reducing CO<sub>2</sub> emissions thanks to a high degree of energy efficiency and the use of renewable energy sources. Measures carried out on the infrastructure and vehicles provide better noise control. DB helps control air pollution by reducing particulate emissions. Reducing consumption and reusing materials improve resource efficiency. And in nature conservation, DB advocates preserving and encouraging biodiversity in, near and on railway facilities and property.



## Establishing environmental protection in the Group

- **Well on our way to reducing global CO<sub>2</sub> emissions**
- **Noise from rail transportation to be cut in half by 2020**
- **Big gains in increasing material and resource efficiency**

### DB takes responsibility for protecting the natural resources essential for life

Climate change and dwindling natural resources are among the biggest challenges facing our globalized world. DB is aware of its special responsibility to act with the environment in mind and to use raw materials and other resources efficiently. Society and policy-makers increasingly expect companies like DB to make a real contribution to protecting the natural resources that are essential for life. Not least, the DB Group's customers want environmentally friendly products and services in order to improve their own ecological footprint.

DB is addressing its responsibility by offering efficient, innovative and integrated mobility and logistics solutions with a strong railway at their heart. In order to serve as an eco-pioneer, it has defined three key objectives within its DB2020 strategy:

- Reducing global specific CO<sub>2</sub> emissions by 20 percent by 2020 based on 2006 levels
- Cutting noise from rail transportation in half
- Increasing material and resource efficiency to make economical use of finite resources

DB is also taking action on other environmental issues by reducing emissions of air pollutants and protecting the natural world and biodiversity.

### Employees play a key role in environmental protection

DB's main approach to making environmental protection an integral part of its business activities is to capitalize on its employees' enthusiasm, motivation and knowledge. The company has therefore created special professional development measures for environmental protection. The measures aim to motivate all DB employees to make a greater commitment to the environment and to keep their knowledge up to date. The DB Environment Center and DB Training held 60 environment courses in 2013, training some 700 employees.

### Stakeholder dialogues ensure transparency and build trust

DB seeks regular contact with environmental organizations including Friends of the Earth Germany (Bund für Umwelt und Naturschutz Deutschland e.V.; BUND), Deutsche Umwelthilfe e.V. (DUH), the Nature and Biodiversity Conservation Union (Naturschutzbund Deutschland e.V.; NABU), Greenpeace, Verkehrsclub Deutschland e.V. (VCD), and WWF Germany. It maintains links with the relevant authorities, for example by taking part in annual symposia.

### Differentiated methodology used for collecting KPIs

Energy data is recorded for rail transport services in Germany. This data is then used to calculate CO<sub>2</sub> emissions and CO<sub>2</sub> equivalents. In logistics (land, air and ocean transport) fuel consumption of DB's own vehicles is recorded (Scope 1, < 5 percent of total emissions). Scope 3 emissions are calculated based on internal and external inputs using EcoTransIT World methodology and use the most recent emission values available. Data is allocated per consignment. In anticipation of the integrated report for 2014, a different method was used to calculate the 2013 value for ocean transport. Due to increasingly differentiated data at DB Arriva, the calculation methods for regional and local passenger rail transport and bus transport have been improved. As of 2013, all emission factors follow the EN 16258 standard. The calculation rules specified by the German Federal Environment Agency are used to calculate emission factors for renewable energy sources. The previous year's values have not been adjusted, however, making comparison more difficult.

## Expanding climate protection

- **Specific CO<sub>2</sub> emissions from German rail transport cut in half since 1990**
- **Global climate protection target within reach thanks to green long-distance transport and optimized ocean transport**

### Most modes of transportation are more energy-efficient

The use of modern vehicles has meant that absolute primary energy consumption has declined continuously in nearly all areas. Renewable energy sources are also more energy efficient because there is less loss when renewable energy is generated. As a result, purchasing additional green electricity for long-distance transport has greatly improved efficiency.

In air freight the decline in volume sold affected absolute consumption, and in ocean transport, the use of larger, more energy-efficient ships and slower speeds played a role. Absolute primary energy consumption rose slightly in bus transport and rail freight due to higher volume sold and changes to calculation methodology.

### Primary energy consumption of journeys and transport services, absolute

in terajoules (TJ)	2013	2012	2011
<b>Total</b>	<b>286,306 (285,793)</b>	<b>321,582</b>	<b>330,783</b>
- thereof regional and local passenger rail services	54,814	58,182	58,167
- thereof long-distance passenger rail services	17,478	25,390	25,943
- thereof bus transport	24,847	23,620	25,414
- thereof rail freight	40,927	44,224	47,617
- thereof road transport <sup>1</sup>	45,063	43,288	45,504
- thereof air freight <sup>2</sup>	65,912	80,861	80,725
- thereof ocean freight <sup>2</sup>	35,766 (35,253)	44,496	45,903
- thereof other transport <sup>3</sup>	1,498	1,521	1,510

Reporting year, Group worldwide, Scopes 1-3, method adjusted in 2013: values for comparison with 2012/2011 in parentheses

<sup>1)</sup> Including ferries

<sup>2)</sup> Including pre-carriage and onward carriage

<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

The absolute primary energy consumption of stationary facilities, in other words the energy consumed by depots, railway facilities and stations, rose slightly year on year. The increase was due to the fact that consumption was lower in 2012 because of weather and then rose in 2013.

### Primary energy consumption stationary facilities, absolute

in terajoules (TJ) and in percent (%)	2013	2012	2011
<b>Total</b>	<b>26,631</b>	<b>25,404 (22,748)</b>	<b>23,422</b>
- thereof heat <sup>1</sup>	27%	26% (17%)	20%
- thereof electricity	73%	74% (83%)	80%

Reporting year, Group worldwide, DB Schenker Rail for Germany only, DB Arriva: same value in 2013 as in 2012, expanded recording in 2013 and 2012, value in parentheses is previously reported value

<sup>1)</sup> Oil, natural gas, district heating

DB further reduced the specific energy consumption of its journeys and transport services in 2013. In other words, once again it carried more people and goods with higher energy efficiency.

### Primary energy consumption of journeys and transport services, specific

in megajoules/passenger kilometer or megajoules/metric ton kilometer (MJ/pkm or MJ/tkm)	2013	2012	2011
Regional and local rail passenger transport	0.99	1.09	1.12
Long-distance passenger rail services	0.48	0.68	0.73
Bus transport	1.19	1.25	1.30
Rail freight transport	0.37	0.39	0.40
Road haulage <sup>1</sup>	1.39	1.40	1.44
Air freight	8.75	8.77	8.76
Ocean freight	0.13 (0.12)	0.15	0.17

Reporting year, Group worldwide, Scopes 1-3, excluding pre-carriage and onward carriage, method adjusted in 2013: values for comparison with 2012/2011 in parentheses

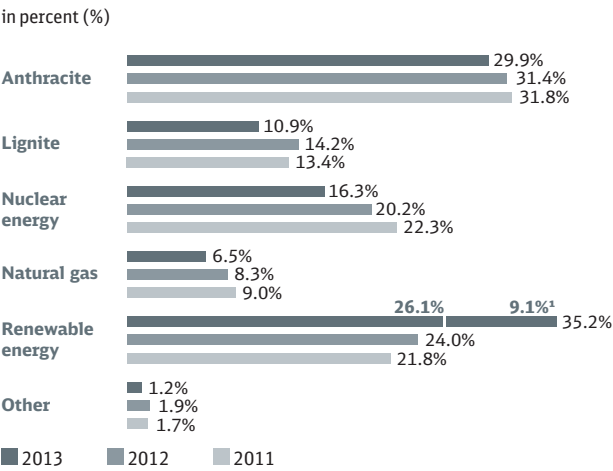
<sup>1)</sup> Excluding ferries

### Renewable energy target reached ahead of schedule

The percentage of renewable energy sources in the electricity procured by DB Energy for traction current rose 11 percentage points in 2013 to 35.2 percent. As a result, DB reached its target of increasing the percentage of renewables to 35 percent by 2020 ahead of schedule. This was made possible primarily because additional green electricity was procured for the green products and services offered by DB Bahn Long Distance. Renewable energy sources accounted for 26.1 percent in rail transportation as a whole in 2013, excluding green products and services. DB Bahn Long Distance has increased its share of green electricity to 75 percent since April 2013.

The Hamburg S-Bahn and regional service in Saarland improved the ecological footprint of DB Bahn Regional even further, since they are also powered using 100 percent green electricity. DB intends for all its services to run on renewable energy sources, making them entirely carbon free by 2050.

### Traction current mix in Germany



Preliminary figures based on final reporting in accordance with the German Energy Industry Act

Other: additional fuels such as heating oil

<sup>1)</sup> Additional electricity procured for green products and services (excluding Umwelt-Plus and Eco Plus)

Expanding green products and services

In addition to giving long-distance transport a “green makeover,” enabling millions of customers to travel automatically using green electricity, DB also offers products like Umwelt-Plus and Eco Plus. For an additional one-euro surcharge, long-distance customers who do not have a BahnCard for example can choose to have their journeys powered by 100 percent green electricity. In 2012, Umwelt-Plus could still be only purchased by bahn.corporate customers as an option. As of the transition to green products and services in April 2013, the long-distance travel of all business customers registered with the bahn.corporate program is also automatically powered by 100 percent green electricity. Consequently, the absolute volume of electricity for Umwelt-Plus has dropped. Eco Plus lets rail freight customers pay a surcharge to make their transports green.

Volume of electricity used for DB rail services with 100 percent green power, absolute

in gigawatt hours (GWh) and in percent (%)	2013	2012	2011
<b>Total</b>	<b>69</b>	<b>283</b>	<b>275</b>
- thereof passenger rail services <sup>1</sup>	57%	93%	95%
- thereof rail freight <sup>2</sup>	43%	7%	5%

Reporting year, Germany, tank to wheel (TTW)

<sup>1)</sup> Umwelt-Plus

<sup>2)</sup> Eco Plus

Regenerative braking rate increased

All modern electric rolling stock is equipped with technology that converts kinetic energy into electric energy during braking and supplies this electricity back into the traction current grid. In this way, the amount of electricity purchased was reduced by some 14 percent in regional and local transport and by roughly 11 percent in long-distance transport.

Energy regeneration during braking

in gigawatt hours (GWh) and in percent (%)	2013	2012	2011
<b>Total</b>	<b>1040</b>	<b>997</b>	<b>929</b>
- thereof long-distance passenger rail services (LDPRS)	279	288	280
- LDPRS share of total electricity used	11%	11%	10%
- thereof regional and local passenger rail services (LPRS)	620	566	505
- LPRS share of total electricity used	14%	13%	12%
- thereof rail freight services (RFS)	140	143	144
- Rail freight share of total electricity used	6%	5%	5%

Reporting year, Germany, tank to wheel (TTW)

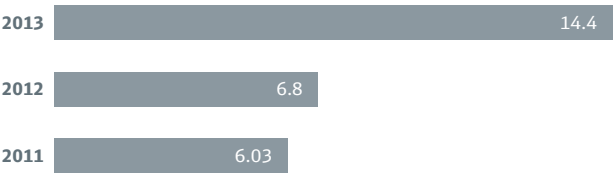
Growing number of photovoltaic systems installed on DB property

DB provides investors with suitable sites for solar power facilities. The investors build the facilities, and the electricity generated is subsequently sold. The largest photovoltaic power facility to date went operational

in 2013 at a DB site in Güsten in the state of Saxony-Anhalt. It was dedicated by DB and the project developer, Greenvest Solar, in the reporting period. The solar power plant is on the site of a former marshaling yard. It covers 10.4 hectares and has a maximum output of 6.4 megawatts peak (MWp). The electricity that is produced is fed into the public power grid and covers the annual requirements of some 1,500 four-person households. In all, 14.4 MWp has been installed on DB property.

Installed output of photovoltaic power facilities

in megawatts peak (MWp)



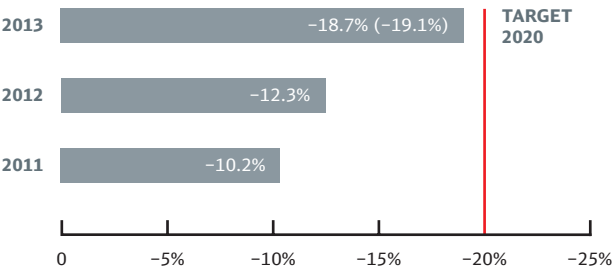
Reporting year, on DB property in Germany, cumulative

CO<sub>2</sub> emissions cut considerably

DB has been working towards ambitious energy-saving and climate protection targets for 20 years. Between 1990 and 2013, the company reduced the specific emissions generated by its rail services in Germany by over 54 percent. Over the last year alone, it cut absolute CO<sub>2</sub> emissions by 900,000 metric tons. DB has also made great strides in its global climate protection target by offering green products and services for long-distance transport and by improving specific values for ocean transport. It made important progress toward its target of 20 percent in 2020, cutting specific CO<sub>2</sub> emissions in the reporting period by 18.7 percent.

DB climate protection target

in percent (%)



Reduction in comparison to 2006, Group worldwide, as of 2013, method adjusted and including DB Arriva: values for comparison with 2012/2011 in parentheses

DB reports its CO<sub>2</sub> emissions and the CO<sub>2</sub> equivalents of its journeys, transports and stationary facilities. CO<sub>2</sub> equivalents are greenhouse gases such as methane and nitrogen oxide, which also affect the climate. They are converted to CO<sub>2</sub> to enable their impact on global warming to be compared. For example, methane’s impact on the climate is 25 times greater than that of CO<sub>2</sub>, but methane remains in the atmosphere for a shorter time.

CO<sub>2</sub> equivalents produced by journeys and transport services plus stationary facilities, absolute

in mn metric tons (t)	2013	2012	2011
<b>Total</b>	<b>21.16 (21.13)</b>	<b>23.17</b>	<b>23.88</b>
- thereof regional and local passenger rail services	3.51	3.48	3.42
- thereof long-distance passenger rail services	0.79	1.60	1.60
- thereof bus transport	1.76	1.34	1.48
- thereof rail freight	2.60	2.84	3.05
- thereof road transport <sup>1</sup>	3.20	3.08	3.34
- thereof air freight <sup>2</sup>	4.87	5.98	5.97
- thereof ocean freight <sup>2</sup>	2.75 (2.71)	3.42	3.57
- thereof other transport <sup>3</sup>	0.11	0.11	0.11
- thereof stationary facilities <sup>4</sup>	1.57	1.34 (1.31)	1.34

Reporting year, Group worldwide, well to wheel (WTW), Scopes 1–3, DB Arriva stationary same value in 2013 as in 2012, excluding DB Schenker Rail international stationary, equivalent emissions produced during combustion, method adjusted in 2013: values for comparison with 2012/2011 in parentheses

<sup>1)</sup> Including ferries

<sup>2)</sup> Including pre-carriage and onward carriage

<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

<sup>4)</sup> Expanded recording in 2013 and 2012, value in parentheses is value previously reported

Logistics services providers work on improving data quality

Allocation of CO<sub>2</sub> equivalents to emission scopes shows that roughly 60 percent of greenhouse gas emissions are attributable to service providers under contract in the forwarding and logistics business. This is particularly true of international logistics services and highlights the special challenges of managing reduction measures. The data quality for the Scope 3 values is largely dependent on the information provided by service providers. DB is collaborating with its service providers to constantly improve available data.

CO<sub>2</sub> equivalents by scope

in mn metric tons (t) and in percent (%)	2013	2012	2011
<b>Total (Scopes 1–3)</b>	<b>19.59 (19.58)</b>	<b>21.85</b>	<b>22.54</b>
- thereof Scope 1	16%	14%	14%
- thereof Scope 2	26%	28%	29%
- thereof Scope 3	57%	58%	56%

Reporting year, Group worldwide, excluding stationary facilities, greenhouse gases produced during combustion, method adjusted in 2013: values for comparison with 2012/2011 in parentheses, method adjustment has not changed how individual scopes are represented

The same measures used for primary energy consumption also make an impact on the change in absolute and specific CO<sub>2</sub> emissions. Using renewable energy sources reduces consumption to a much greater degree in long-distance service than in other modes of transportation.

CO<sub>2</sub> emissions produced by journeys and transport services plus stationary facilities, absolute

in mn metric tons (t)	2013	2012	2011
<b>Total</b>	<b>20.39 (20.35)</b>	<b>22.32</b>	<b>23.01</b>
- thereof regional and local passenger rail services	3.29	3.25	3.19
- thereof long-distance passenger rail services	0.72	1.48	1.47
- thereof bus transport	1.70	1.33	1.47
- thereof rail freight	2.46	2.67	2.86
- thereof road transport <sup>1</sup>	3.07	2.97	3.22
- thereof air freight <sup>2</sup>	4.83	5.93	5.92
- thereof ocean freight <sup>2</sup>	2.72 (2.68)	3.39	3.54
- thereof other transport <sup>3</sup>	0.10	0.11	0.11
- thereof stationary facilities <sup>4</sup>	1.50	1.44 (1.21)	1.25

Reporting year, Group worldwide, well to wheel (WTW), Scopes 1–3, DB Arriva stationary same value in 2013 as in 2012, excluding DB Schenker Rail international stationary, method adjusted in 2013: values for comparison with 2012/2011 in parentheses

<sup>1)</sup> Including ferries

<sup>2)</sup> Including pre-carriage and onward carriage

<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

<sup>4)</sup> Expanded recording in 2013 and 2012, value in parentheses is value previously reported

CO<sub>2</sub> emissions produced by travel and transport services, specific

in grams/passenger kilometer or grams/ton kilometer (g/pkm or g/tkm)	2013	2012	2011
Regional and local rail passenger transport	59.6	60.7	61.4
Long-distance passenger rail services	19.8	39.7	41.4
Bus transport	78.0	70.5	75.0
Rail freight	22.1	23.7	23.8
Road transport <sup>1</sup>	99.0 (103.1)	103.9	101.8
Air freight	641.9	643.0	643.0
Ocean freight <sup>2</sup>	9.9 (9.7)	11.5	13.0

Reporting year, Group worldwide, well to wheel (WTW), Scopes 1–3, excluding pre-carriage and onward carriage, value for comparison with 2012/2011 in parentheses

<sup>1)</sup> Excluding ferries as of 2013

<sup>2)</sup> Method adjusted as of 2013



## Improving noise protection

- **Some 62 kilometers of noise barriers built**
- **Sound-proof windows and sound-absorbing ventilators for some 2,500 apartments**
- **Focus on reducing noise on freight cars**

### Noise remediation program enables continuous noise control

DB has been implementing the German government’s voluntary noise remediation program since 1999. Every year, some EUR 100 million is made available for active and passive noise control measures. In 2013, some 62 kilometers of noise barriers were built and approximately 2,500 apartments were fitted with sound-proof windows and ventilators. All in all, the noise remediation program covers 3,700 kilometers of track, of which over 1,300 kilometers have already been overhauled.

### Implementation of the track-side noise remediation program

		2013	2012	2011
Noise barriers constructed	km	62	55	55
Apartments with passive measures	No.	2,500	2,000	2,550
Total track length with noise remediation measures <sup>1)</sup>	km	1,300	1,200 (1,355)	1,095

<sup>1)</sup> Completed sections of track as per Appendix 1 of the overall concept for the noise remediation program, cumulative, 2013 and 2012 excluding extensions, figures in parentheses use old calculation method

Unlike in the previous year, the statistics for 2013 reflect completed sections of track excluding extensions. Extensions result when gaps are closed, for example, but do not play a role in reducing noise along the 3,700 kilometers of track subject to particularly heavy noise and therefore will no longer be included.

### Noise prevention ensured along new sections

Independently of this, DB fulfills all the legal requirements for noise prevention on new and old sections of track. The German Clean Air Act states that there is a legal right to protection from traffic noise and stipulates various maximum levels for different areas, e.g. districts with hospitals and schools or residential and industrial areas. All new builds and major structural route changes are affected by the Act. In 2013, 36 kilometers of noise barriers were built and some 2,800 apartments were fitted with noise reduction measures as part of the noise prevention program.

This means that DB has constructed noise barriers with a total length of 98 kilometers and carried out sound-proofing measures in around 5,300 apartments as part of these activities, including its noise remediation program.

### Implementation of the track-side noise prevention program

		2013	2012	2011
Noise barriers constructed	km	36	28	21
Apartments with passive measures	No.	2,800	8,229	278

Reporting year, Germany

### Conversion for quieter freight cars begun

While noise prevention and remediation projects only make a difference locally, steps to modify vehicles themselves cut noise at the source. The most important tool in this regard is the use of whisper brakes on freight cars. Together with a smoothly polished track, these novel composite brake blocks reduce the noise emitted by freight trains by some 10 dB (A). That means they are perceived as making about half as much noise. DB has purchased new rolling stock with composite brake blocks since 2001. By the end of 2013, approximately 7,750 new freight cars with quiet brakes were already in use.

### Use of composite brake blocks on DB freight cars

Number	2013	2012	2011
<b>Total number of DB freight cars with composite brake blocks</b>	<b>8,400</b>	<b>7,622</b>	<b>6,885</b>
- thereof new DB freight cars with composite brake blocks	7,750	7,472	6,885
- thereof DB freight cars retrofitted with composite brake blocks	650	150	-

As of Dec. 31, Germany, cumulative

Existing freight cars also need to be retrofitted to reduce noise throughout DB’s fleet. Approval of a new type of composite brake block, the LL-type block, which stands for “low noise, low friction,” was an important step in retrofitting cars. LL-type blocks can be installed more easily in existing brake systems than the K-type brake blocks used in new rolling stock. DB converted the first 650 of some 1,250 freight cars to composite brake blocks in 2013. These cars were selected to be modernized as part of the “Quiet Rhine” project funded by the German Federal Ministry of Transport and Digital Infrastructure (BMVI). The aim is for all 60,000 DB Schenker Rail freight cars to be converted by 2020.

The noise-based train access charge system introduced in June 2013 also encourages conversion. Operators of loud freight cars have to pay a surcharge, while operators of quiet freight cars receive a bonus. In addition, keepers can receive financial assistance from the BMVI for conversion.

## Enhancing material and resource efficiency

- **More efficient use of material and resources**
- **Consistently high volume of recycled waste**

### Greatest potential to reuse infrastructure materials

Most materials at DB are used for infrastructure – more than 80 percent according to a 2011 study. DB is therefore concentrating on this lion’s share in its ongoing reporting. Material and waste volume depends on the building works undertaken and may therefore vary.

Stepping up recycling makes a major contribution toward improving DB’s resource efficiency in its DB2020 strategy. DB also intends to increase the use of recycled materials and extend the service life of materials in rolling stock.

In 2013, 3.8 million metric tons of ballast were used, of which some 760,000 metric tons were recycled ballast. Of the two million concrete ties DB installed, some 230,000 were recycled ties.

### Use of materials for rail infrastructure

in thousand metric tons (t), in percent (%)	2013	2012	2011
<b>Total</b>	<b>4,567</b>	<b>4,794</b>	<b>4,646</b>
- thereof ballast	3,776	3,866	3,663
- thereof recycled ballast	20%	17%	14%
- thereof concrete cross-ties	591	730	982
- thereof recycled concrete cross-ties	13%	9%	6%
	8.8	8.4 (1.4)	0.8
- thereof wooden cross-ties <sup>1)</sup>			
	191	190 (566)	-
- thereof steel <sup>2)</sup>			
- thereof recycled steel	2%	9%	-

Reporting year, Germany

<sup>1)</sup> Recycled wooden ties are not available on the market as a result of legal requirements relating to their disposal (thermal recovery); new value for 2012 due to subsequent data collection, old value in parentheses

<sup>2)</sup> Modified data collection scope, old values in parentheses, no data collected in 2011

### High recycling rate protects resources

By maintaining a high recycling rate, DB helps to make greater use of secondary materials throughout the economy and preserve natural resources. Furthermore, obtaining secondary materials is often much more energy-efficient than harvesting natural resources. DB has kept its recycling rate at a consistently high level for years. The rate is determined largely by construction waste from infrastructure, for which DB already has high recycling rates. The aim is now to stabilize and raise these rates.

### Total amount of waste by disposal type

in thousand metric tons (t) and in percent (%)	2013	2012 <sup>1)</sup>	2011
<b>Total waste volume</b>	<b>5,693</b>	<b>5,320</b>	<b>5,611</b>
- thereof recycling	94%	94%	94%
- thereof thermal utilization	1%	3%	4%
- thereof disposed	5%	3%	2%
Percentage of hazardous waste within the total volume <sup>2)</sup>	16.4%	14.5%	17%

Reporting year, Group worldwide, excluding DB Arriva, DB Schenker Rail for Germany only, 2011 excluding DB Schenker Logistics and modernization management

<sup>1)</sup> Adjusted values for 2012; last modified in September 2013

<sup>2)</sup> In accordance with the Regulation on the European Waste Catalogue, e. g. used oil

### Total amount of waste by waste type

in thousand metric tons (t)	2013	2012 <sup>1)</sup>	2011
<b>Total waste</b>	<b>5,693</b>	<b>5,320</b>	<b>5,611</b>
- thereof construction waste	5,067	4,633	4,983
- thereof scrap metal	498	476	517
- thereof waste electronic equipment	1.3	3.2	4.5
- thereof municipal waste	97	119	61
- thereof paper	8	9.5	12
- thereof used oil	5.3	7.1	10
- thereof other waste <sup>2)</sup>	16.7	72.1	24

Reporting year, Group worldwide, excluding DB Arriva, DB Schenker Rail for Germany only, 2011 excluding DB Schenker Logistics and modernization management

<sup>1)</sup> Adjusted values for 2012; last modified in September 2013

<sup>2)</sup> Such as paint, varnish, sludge and other maintenance-related waste

## Reducing harmful emissions

- **Modern rolling stock with reduced pollutant emissions**
- **39 percent of DB’s own bus fleet complies with Euro V and VI standards**

### DB makes an important contribution to better air quality

The transportation sector is currently considered one of the main sources of air pollution. Nitrous oxide and soot particles pose a health risk to people. DB takes this risk very seriously and is continuously reducing emissions throughout its whole fleet. Between 1990 and 2013, it cut the nitrous oxide emissions generated by rail transport in Germany by a total of 75 percent. During the same period, DB also reduced the particulate emissions associated with rail transport by 87 percent.

Non-methane hydrocarbon (NMHC) emissions produced by journeys and transport services, absolute

in metric tons (t)	2013	2012	2011
<b>Total</b>	<b>10,186</b>	<b>12,590</b>	<b>12,715</b>
- thereof regional and local passenger rail services	498	539	559
- thereof long-distance passenger rail services	77	118	126
- thereof bus transport	246	228	262
- thereof rail freight	1,356	1,648	1,889
- thereof road transport <sup>1</sup>	1,781	1,717	1,922
- thereof air freight <sup>2</sup>	2,265	2,777	2,770
- thereof ocean freight <sup>2</sup>	3,924	5,522	5,146
- thereof other transport <sup>3</sup>	39	41	41

Reporting year, Group worldwide, excluding DB Arriva, produced during combustion, well to wheel (WTW), Scopes 1–3; total non-methane hydrocarbons, methane emissions (CH4) are included as greenhouse gases (see CO<sub>2</sub> equivalents), 2013 figures use the German Federal Environment Agency's calculation rule for renewable energy sources

<sup>1)</sup> Including ferries  
<sup>2)</sup> Including pre-carriage and onward carriage  
<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

Nitrogen oxide emissions (NO<sub>x</sub>) produced by journeys and transport services, absolute

in metric tons (t)	2013	2012	2011
<b>Total</b>	<b>129,432</b>	<b>168,425</b>	<b>165,418</b>
- thereof regional and local passenger rail services	8,329	8,962	9,271
- thereof long-distance passenger rail services	1,317	1,922	1,993
- thereof bus transport	3,601	3,470	4,123
- thereof rail freight	13,741	15,393	15,769
- thereof road transport <sup>1</sup>	16,314	16,025	18,395
- thereof air freight <sup>2</sup>	19,861	24,368	24,448
- thereof ocean freight <sup>2</sup>	65,865	97,873	91,007
- thereof other transport <sup>3</sup>	404	412	412

Reporting year, Group worldwide, excluding DB Arriva, produced during combustion, well to wheel (WTW), Scopes 1–3, 2013 figures use the German Federal Environment Agency's calculation rule for renewable energy sources

<sup>1)</sup> Including ferries  
<sup>2)</sup> Including pre-carriage and onward carriage  
<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

Sulfur dioxide emissions (SO<sub>2</sub>) produced by journeys and transport services, absolute

in metric tons (t)	2013	2012	2011
<b>Total</b>	<b>57,249</b>	<b>78,767</b>	<b>75,098</b>
- thereof regional and local passenger rail services	2,550	2,752	2,712
- thereof long-distance passenger rail services	728	1,519	1,504
- thereof bus transport	371	333	363
- thereof rail freight	2,723	2,939	2,981
- thereof road transport <sup>1</sup>	4,195	4,024	4,361
- thereof air freight <sup>2</sup>	6,635	8,140	8,125
- thereof ocean freight <sup>2</sup>	39,986	59,000	54,992
- thereof other transport <sup>3</sup>	61	61	60

Reporting year, Group worldwide, excluding DB Arriva, produced during combustion, well to wheel (WTW), Scopes 1–3, 2013 figures use the German Federal Environment Agency's calculation rule for renewable energy sources

<sup>1)</sup> Including ferries  
<sup>2)</sup> Including pre-carriage and onward carriage  
<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

Particulate emissions produced by journeys and transport services, absolute

in metric tons (t)	2013	2012	2011
<b>Total</b>	<b>7,781</b>	<b>10,772</b>	<b>10,276</b>
- thereof regional and local passenger rail services	261	229	232
- thereof long-distance passenger rail services	108	80	82
- thereof bus transport	61	58	70
- thereof rail freight	490	523	516
- thereof road transport <sup>1</sup>	490	473	547
- thereof air freight <sup>2</sup>	524	643	645
- thereof ocean freight <sup>2</sup>	5,843	8,761	8,174
- thereof other transport <sup>3</sup>	4	6	10

Reporting year, Group worldwide, excluding DB Arriva, produced during combustion, well to wheel (WTW), Scopes 1–3, 2013 figures use the German Federal Environment Agency's calculation rule for renewable energy sources

<sup>1)</sup> Including ferries  
<sup>2)</sup> Including pre-carriage and onward carriage  
<sup>3)</sup> Such as DB Motor Vehicle Fleet, internal transport

Modern shunting locomotives reduce pollutant emissions

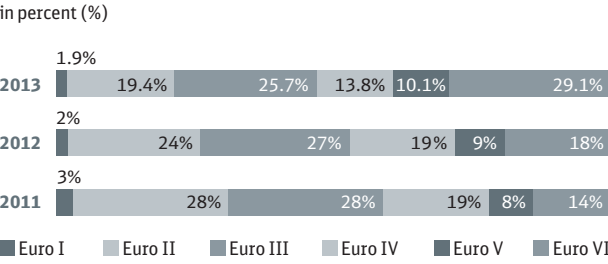
In 2013, 125 of 130 low-pollutant shunting locomotives were already in use at DB Schenker Rail. The locomotives are equipped with soot particulate filters that can filter out up to 97 percent of these pollutants. DB Schenker Rail is investing about EUR 240 million in the new fleet of diesel locomotives.

New generation of buses greener than called for by law

DB's efforts to keep the air clean are not restricted to rail transport. In 2013, all of the new buses purchased by DB Regional Bus complied with the strictest emission standard at the time, the Enhanced Environmentally Friendly Vehicle (EEV) standard. The company therefore exceeds the current standard required by law, Euro V. This means virtually no carbon monoxide, sulfur dioxide or soot particles are emitted. DB Arriva uses environmentally friendly hybrid buses abroad.

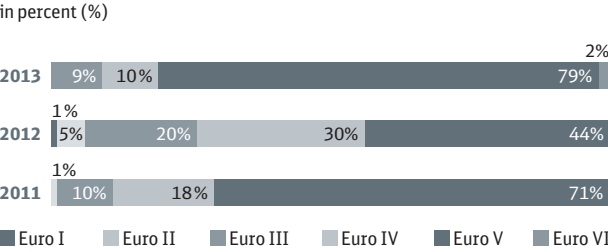
DB's road haulage activities are also keeping pace with technical progress as regards the prevention of air pollution. The truck fleet of DB Schenker Logistics has already reached a high standard. In 2013, over 80 percent of its trucks worldwide complied with Euro V or VI standards. Approximately 6,000 contractual partners are required to reduce their environmental impact by constantly renewing their fleets of vehicles and to submit relevant reports. Moreover, a further 50,000 or so potential contractual partners are being added to a database to step up quality assurance.

Breakdown of DB's fleet of buses by Euro standard



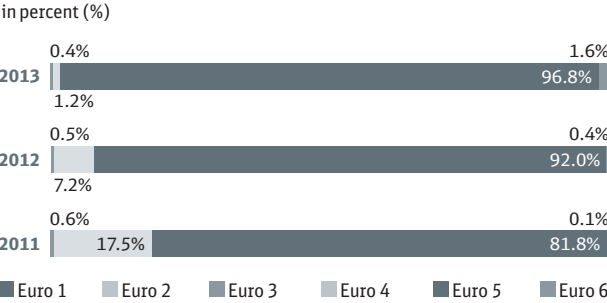
As of Dec. 31, Germany

Breakdown of DB's fleet of trucks by Euro standard



As of Dec. 31, Group worldwide, main leg; the percentage of Euro V trucks fell between 2011 and 2012 because the Swedish national company of DB Schenker sold a number of such vehicles.

Breakdown of DB's fleet of cars by Euro standard



As of Dec. 31, Germany

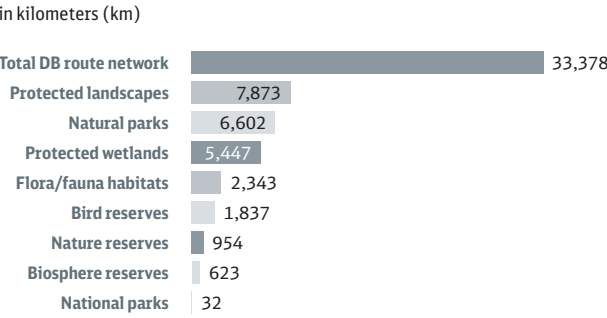
Protecting nature and biodiversity

- Day-to-day operations focus on nature and biodiversity
- Nature conservation measures during new line construction and expansion

DB takes nature conservation concerns into account as early as construction planning

The DB Environment Center's electronic documentation of nature preserves covers various categories, from protected landscapes and natural parks to flora and fauna habitats. This geoinformation system is a crucial tool that helps DB's employees with their work. It shows points where nature and train paths come into contact and provides information about potential requirements that construction, modernization and maintenance measures need to take into account. The electronic documentation of nature preserves already contains over a million records.

DB routes with contact to protected areas



As of Dec. 31, 2013, Germany, sites within 25 meters of the center line of the track, protected areas may overlap

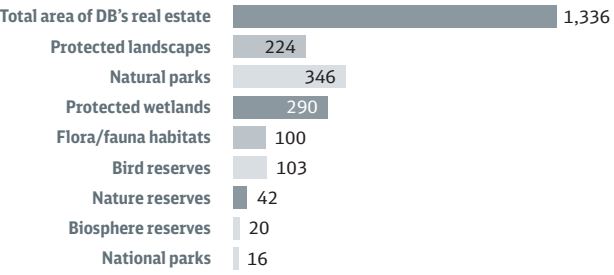
Similar information is also prepared for DB real estate to compare activities to legal nature conservation requirements and to enable compensatory measures to be taken.



It is impossible to completely prevent construction projects from encroaching on the natural world. Unavoidable impacts on nature are identified and assessed early on. On this basis, suitable new habitats are created for the animals and plants affected or existing ones are improved.

DB real estate with contact to protected areas

in square kilometres (km²)



As of Dec. 31, Germany, protected areas may overlap

Controlling vegetation to keep rail transportation safe

To ensure that rail transportation can operate safely, facilities must be kept clear of plant growth. Chemical pesticides are only used in close proximity to the tracks; there are no alternative methods of preventing plants from growing in these areas. In 2013, active substances totaling 85 metric tons were used on more than 57,500 kilometers of track – equivalent to 1.47 kilograms per kilometer. This means that approximately 94 percent of tracks were treated with chemicals – the same level as in the year prior. DB uses mechanical methods for areas near tracks, stations, paths and open spaces.

Supplemental environmental data

- Expanding environmental management systems
- Water consumption declines

ISO 14001 environmental management system standard used as a guide

DB's environmental protection targets are supported by a Group-wide environmental management system for its operations. DB uses the ISO 14001 standard as a guide. In 2013, this environmental management system was in place at 53 percent of the active companies in the DB Group. Thirty percent of the companies are certified in accordance with ISO 14001.

Companies in the DB Group with an environmental management system certified according to ISO 14001

in percent (%)	2013	2012	2011
Total percentage	30%	27%	14%
Percentage in Germany	43%	31%	20%
Percentage in Europe (excluding Germany)	22%	21%	11%
Percentage worldwide (excluding Europe and Germany)	49%	50%	14%

As of Dec. 31, Group worldwide

Water usage further reduced

DB further reduced its water usage again in 2013. The value is calculated based on public supply water used.

Water usage

in million cubic meters (m³)



Reporting year, Group worldwide, DB Schenker Rail for Germany only, public supply water used

05 Playing a responsible role in society

As one of the world's leading mobility and logistics companies and one of the largest employers and training providers in Germany, DB has a special responsibility – for its customers, business partners, employees and society as a whole. Since success is isn't measured only in financial terms, Deutsche Bahn AG has been committed to the common good in a variety of ways

Children living in institutions are rewarded for outstanding service to society and excellent performance in school at DB Kids Camp.

since it was founded in 1994. Based on this tradition and conviction, Deutsche Bahn AG established Deutsche Bahn Stiftung gGmbH, the Deutsche Bahn Foundation, in early 2013. DB's corporate social responsibility activities in Germany are pooled and expanded through the foundation. DB sets aside part of its operating profits every year to fund the foundation.



## Deutsche Bahn AG: social commitment out of tradition and conviction

- Deutsche Bahn Foundation established
- 108 social projects supported with EUR 1.9 million

**Playing a central role in society means taking responsibility**

The DB Group employs some 200,000 people from 121 countries in Germany alone, making it one of the country’s largest employers. This gives DB a central position in society and thus special responsibility for social development. Based on the conviction that success is measured not only in financial terms, Deutsche Bahn uses its capabilities to live up to this responsibility. It has been involved in a number of social projects since it was founded in 1994. Through its work, it is tying into railway workers’ long-held tradition of solidarity and responsibility, for example through social organizations such as the Bahn-Sozialwerk, which provides social services for railway staff, and the Eisenbahn-Waisenhort orphan relief service.

**Special support for children and young people**

As well as running projects of its own, DB supports many cultural and social centers, initiatives and activities through donations. It primarily supports projects whose social objectives coincide with its own. Deutsche Bahn pays special attention to the needs of children and young people. Its activities are not limited to Germany either. DB is also involved in a number social projects at an international level, from supporting a large bicycle donation drive for residents of townships in South Africa and promoting schools in Sweden, South Africa and the United States to planting campaigns in Singapore.

DB’s corporate social responsibility also covers safety in railway facilities. DB carries out measures to prevent accidents, provides information about hazards at some 5,600 stops and stations throughout Germany and makes instructional materials and educational videos available.

**The Deutsche Bahn Foundation serves an important pooling function**

DB pooled its corporate social responsibility activities within the Group’s own foundation, Deutsche Bahn Stiftung gGmbH, in February 2013. The foundation now coordinates the Group’s important non-profit initiatives and projects. The DB Museum has also been made part of the foundation. The foundation is funded annually by up to 0.5 percent of the operating profit of Deutsche Bahn AG.

**Continuing social projects**

A larger number of social projects will remain at the DB Group even now that the Deutsche Bahn Foundation has been established. These projects include those that focus on young employees such as the “Bahn trainees fighting hatred and violence” program. Through the program, DB vocational trainees work on projects and participate in a competition to combat xenophobia, right-wing extremism and discrimination. The Group will also continue to support the Bahnhofsmissionen, which provide charitable aid at railway stations, and will continue DB’s corporate social responsibility activities outside of Germany, with the exception of ad hoc disaster relief, which will be provided by the Deutsche Bahn Foundation’s humanitarian aid activities.

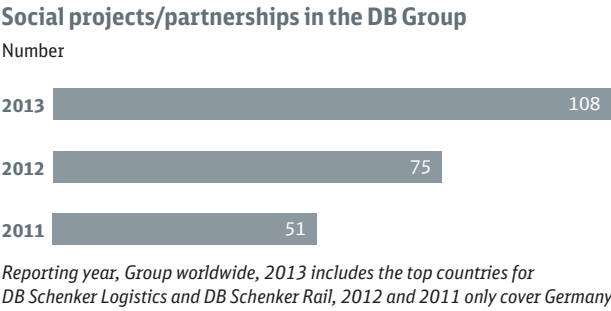
**Spotlight on international commitment**

The system for collecting data on corporate social responsibility in the DB Group at the international level is under development. International projects carried out by the two logistics divisions, DB Schenker Logistics and DB Schenker Rail, were included in analyses for the first time in 2013. Corporate social responsibility data will be recorded for DB Arriva beginning in 2014. In the year under review 108 social projects and partnerships in the DB Group were reported. Altogether, these projects received nearly EUR 2 million in funding.

**Expenditures for social projects/partnerships in the DB Group**

in EUR thousand	2013	2012	2011
Expenditures	1,919	1,228	884

*Reporting year, Group worldwide, 2013 includes the top countries for DB Schenker Logistics and DB Schenker Rail, 2012 and 2011 only cover Germany*



**Donations for social projects and emergency aid**

As well as running projects of its own, DB supports many social centers, initiatives and activities through donations. The Group increased its donations to projects of this kind in 2013 to a total of EUR 1.3 million. In addition, it donated EUR 1 million as emergency aid for employees who were especially hard hit by the flooding in 2013.

**DB Group donations**

in EUR mn	2013	2012
Total	1.3	1.1

*Reporting year, Group worldwide*

**Grants support students**

In addition to its social projects and donations, the DB Group also supports young people by awarding grants, for example through university partnerships. In 2013, it funded 71 of these grants, 29 of which were outside of Germany: four in the Philippines and 25 in the United States. Forty-nine of the grants awarded in Germany were transferred from the DB Group to the Deutsche Bahn Foundation.

**DB Group grants**

Number	2013	2012
Total	71	63

*Reporting year, Group worldwide, 2013 includes the top countries for DB Schenker Logistics and DB Schenker Rail, 2012 only covers Germany*

## Deutsche Bahn Foundation: shaping the future and offering opportunities

- Corporate social responsibility activities of Deutsche Bahn pooled
- Five focal topics identified

**Activities pooled in the Deutsche Bahn Foundation**

Deutsche Bahn established Deutsche Bahn Stiftung gGmbH, the Deutsche Bahn Foundation, in early 2013 to pool its corporate social responsibility activities and expand them over the long term. In addition to DB’s tradition of corporate social responsibility, the foundation is based on the conviction that only companies that have sustainable business activities can be successful over the long term. The foundation is funded by a fixed percentage of Deutsche Bahn’s operating profit. Its activities are carried out chiefly in Germany. Christina Rau is the foundation’s patron.

The foundation has identified five focal topics for supporting projects:

- Education and culture
- Integration and social work
- Climate protection and nature conservation
- Humanitarian aid
- DB Museum

**Partnership with recognized initiatives**

The foundation cooperates with recognized partners in science, culture and civil society. For example, it supports partners that campaign for a society based on tolerance, respect and social harmony. It also encourages initiatives that increase participation in education and improve the quality of education. Further, the Deutsche Bahn Foundation acts as an advocate for the promotion of health, especially mental health. The foundation’s work also centers on shaping climate-friendly mobility. Together with DB Schenker, it offers ad hoc relief worldwide when disasters occur. It encourages scientific excellence in Germany and through the DB Museum conveys the importance of the railway for social and cultural development in Germany.

**Advocating quality in education and culture**

Education and culture are the keys for participating in society. That is why the Deutsche Bahn Foundation supports initiatives and projects that improve access to education and culture and improve quality in the education sector. It works with the Stiftung Lesen reading foundation to develop projects throughout Germany for daycare centers, schools, families and children’s centers such as nationwide read-aloud day and to support read-aloud and book-box projects. In addition to these activities, it supports young scientific talent by offering grants in Germany that aim to foster performance and dedication among students and to encourage them to go to college. The foundation also promotes excellence in scientific performance, for example through the DB Schenker Award, which honors outstanding research in logistics and transportation.

**Long tradition in integration and social work**

A culture of tolerance and respect in society is especially important to the Deutsche Bahn Foundation. That is why it funds projects that care for people in special need of help. The homeless, depressed, young people bullied at school and runaways all need support. By offering its help, the Deutsche Bahn Foundation is tying into the long-standing tradition of close cooperation between Deutsche Bahn and the Bahnhofsmissionen, which provide charitable aid at railway stations. The foundation supports work such as that of the Off Road Kids foundation and the Stiftung Deutsche Depressionshilfe, which researches depression and helps those affected by it. Deutsche Bahn is the first notable major corporation in Germany committed to this topic as part of its social responsibility activities. This commitment is supplemented with support for organizations for the homeless.



Getting young people excited about climate protection and nature conservation

The Deutsche Bahn Foundation supports projects and initiatives that answer the question: How can we work together to ensure a sustainable, viable livelihood? The aim is to get children and young people in particular excited about climate protection and nature conservation early on, for example using competitions for the title of energy-saving champion and using the Fair Future II multimedia show.

Humanitarian aid with ample transportation capacity

Together with its partner DB Schenker, the Deutsche Bahn Foundation helps transport relief to crisis centers around the world, contributing to urgent humanitarian aid and rebuilding efforts in areas affected by disasters. The Deutsche Bahn Foundation participated in two major aid campaigns for refugees in Syria and victims of the typhoon in the Philippines during the reporting year.

DB Museum offers insight into railway history

The Deutsche Bahn Foundation preserves, researches and shares railway history at three locations – Nuremberg, Halle an der Saale and Koblenz – through the DB Museum.

Supporting non-profit projects

The Deutsche Bahn Foundation supported five non-profit projects in the period under review, including the Stiftung Deutsche Depressionshilfe patient convention, which is held every other year, and the 25th anniversary of the Stiftung Lesen. It also supported the work of the Off Road Kids foundation by providing two additional NetzCard all-access transportation passes. The passes allow outreach workers to travel free of charge in the entire Deutsche Bahn network.

Non-profit projects by the Deutsche Bahn Foundation

	2013
Expenditures in EUR thousand	451
Number	5

Reporting year, Germany

Donations made to local initiatives

As part of the program priorities it has set, the Deutsche Bahn Foundation also made donations to various projects and initiatives, including to the Lichtburg Foundation for its “Mikrokosmos Gartenstadt Atlantic” project. The Gartenstadt in Berlin’s Wedding district is a cultural and integration project that focuses, among other objectives, on pedagogical work with children and young people in various learning workshops.

Deutsche Bahn Foundation donations

in EUR thousand	2013
Total	52

Reporting year, expenditures from response budget for donation requests  
First year project expenses and donations were reported separately in figures brochure

Grants foster future high achievers

Of the total 120 grants awarded, 49 were transferred from the DB Group to the Deutsche Bahn Foundation. All of the grants are earmarked for Germany and offered by the German government and private sponsors to support future high achievers in business and society.

Compliance is an essential component of risk management at DB.

06 Upholding integrity

Compliance is an integral part of the DB Group’s corporate and leadership culture. Compliance work focuses on preventing and consistently fighting corruption and other forms of white-collar crime. Mandatory guidelines on compliance help protect the DB Group, its employees, its executives and the responsible bodies. They provide a

definitive framework in which the right decisions can be made in response to complex issues in daily business. Raising awareness among employees and executives remains especially important. Only risk-conscious employees can recognize and successfully avoid risks, or at least mitigate them. The DB Group again expanded its compliance tools in 2013.

## Raising awareness among employees and business partners

- **Revised e-learning module on the DB Code of Conduct**
- **Further development of the awareness-raising concepts for DB's business partners**
- **Compliance initiative for DB Services successfully carried out**

### Anti-corruption training offered

The training course (e-learning module) on the “Corporate Principles – Ethics-Code of conduct” (DB Code of Conduct) was revised completely in 2013 and focuses on integrity (anti-corruption) and also contains an important component covering human rights, equal opportunity and collaboration. The e-learning course is offered based on risk and is taken by executives as well as employees.

In addition, an e-learning module was developed on the DB Code of Conduct for Business Partners introduced in early 2013 and was published online. The module is intended for all business partners of the DB Group and provides information about compliance with ethical standards, legal issues and integrity. The section on corporate social responsibility outlines topics such as the DB Group's expectations in terms of compliance with human rights.

In 2013, face-to-face compliance training courses on integrity were held for 6,507 employees and executives throughout the Group. The courses contain training on topics such as anti-corruption guidelines and procedures. Participants in these courses were also selected based on risk.

### Anti-corruption measures consistently initiated

Substantial reports of corruption were received centrally via the whistle-blowing system and reports were duly examined. Necessary remedial action was initiated. Furthermore, public investigative authorities were involved in serious cases of suspicion.

### Proceedings relating to fines and non-monetary penalties

On May 31, 2013, the French antitrust authority imposed a fine on several companies in the chemical sales industry for alleged collusive agreements on prices and zoning between 1997 and 2007. The companies include former DB Group subsidiaries and a DB Group company, which was the former parent company of the companies involved. The DB Group company – which itself was not accused of infringements of antitrust laws – was fined approximately EUR 5.3 million as single debtor, a fine which has already been paid at the request of the French authorities. Furthermore, the DB Group company shall be jointly liable along with the former subsidiaries for the payment of a fine of approximately EUR 47.8 million, which was imposed on (and has already been paid by) its former subsidiaries.

This decision by the French antitrust authority is being challenged by the DB Group company before the French courts. A court decision is not expected before the end of 2014. The compensation claims asserted by the former subsidiaries in the amount of approximately EUR 23.9 million were temporarily rejected.

By introducing a traction current pricing system on July 1, 2014, DB Netze Energy is meeting customers' needs as well as demands by the EU Commission expressed in 2013 for a discount-free pricing system. Insofar, the EU Commission has had concerns with respect anti-trust law. As is common practice in the energy sector, an integrated supply offer is created, in which network access and energy supply are invoiced separately. This creates transparency and should be easy for every customer to understand.

### Compliance risk atlas and compliance initiative for DB Services are key projects

One important project that was part of compliance work in 2013 was to develop a compliance risk atlas, which gives an overview of the compliance risks associated with business activities in Germany and abroad. It serves as a decision-making guide for all business units and provides information about corruption, white-collar crime and human rights using colorful maps and additional analyses in text form. The risk atlas highlights the preventive approach and risk focus DB takes in its compliance work. Apart from the risk atlas, in-depth risk analyses were carried out in individual companies in 2013.

Compliance activities in 2013 also focused on the compliance initiative for DB Services under the auspices of the head of the DB Services business unit and the Chief Compliance Officer of the DB Group. The initiative comprised core business-specific risk and process analyses, targeted and tailored awareness-raising measures and a review of typologies for preventive assessment.

## Glossary

### Bus kilometer (buskm)

A bus kilometer denotes a bus traveling the distance of one kilometer.

### Capital employed

Comprises property, plant and equipment (including intangible assets) and net working capital.

### Compliance

Compliance means ensuring that all business activities conform to the relevant legislation and internal regulations. This includes national legislation, EU directives and anti-corruption laws that apply internationally.

### Decibel dB (A)

A unit of measure for volume. The volume is stated in relation to the lower limit of hearing. “A” stands for “adjusted” and denotes a filter that takes into account the human sense of hearing in relation to the frequency of a sound.

### Earnings before interest and taxes (EBIT)

The operating result before interest and taxes are deducted.

### Ecological footprint

The effect of a product on the environment through various stages of its lifecycle (e.g. production, transportation and disposal).

### EcoTransIT World

Route-specific tool for calculating the environmental impact of global freight transport: [www.ecotransit.org](http://www.ecotransit.org).

### Enhanced Environmentally Friendly Vehicle (EEV)

European emission standard for buses and trucks.

### Gearing

A structural indicator in finance that measures the ratio of net financial debt to equity capital in percent.

### ISO 14001 standard

Definition of globally recognized requirements for environmental management systems. To comply, a firm needs to specify a corporate environmental policy, environmental targets and an environmental program. It also needs to set up a corresponding management system to help it achieve these goals.

### Passenger kilometer (pkm)

Unit of measure for the volume sold in passenger transport services. A passenger kilometer corresponds to one person traveling a distance of one kilometer.

### Primary energy consumption

Total energy consumption including the feeder chain, such as manufacturing and transport.

### Return on capital employed (ROCE)

Figure for value-oriented management. Ratio in percent; equals the (adjusted) EBIT to capital employed.

### Scope (Scope 1, Scope 2, Scope 3)

Greenhouse gases are divided into three scopes: **Scope 1** includes all direct emissions the company generates itself through combustion at its own facilities. **Scope 2** includes all emissions from the consumption of purchased energy (e.g. electricity and district heat). **Scope 3** includes all emissions from services rendered by third parties and from input purchased.

### Ton kilometer (tkm)

Unit of measurement for the volume sold in freight transport services. A ton kilometer corresponds to one metric ton being transported a distance of one kilometer.

### Train path kilometer (trkm)

Unit of measure for the distance covered by train-operating companies on the rail network (volume produced).

### Twenty-foot equivalent unit (TEU)

Standardized container unit measuring 20 feet in length (1 foot = 30 cm).

### World Business Council for Sustainable Development (WBCSD)

The World Business Council for Sustainable Development (WBCSD) is a CEO-led organization of international importance that has set out to promote sustainable development worldwide.



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This brochure and other information about sustainability at the DB Group is available online at [www.deutschebahn.com/sustainability](http://www.deutschebahn.com/sustainability). The brochure on facts and figures about sustainability was published in October 2014 and is also available in German.

**Forward-looking statements**

This brochure contains statements and forecasts relating to the future development of the DB Group, its business units and individual companies. These forecasts are estimates based on all of the information available to DB at the current point in time. Should the assumptions on which the forecasts are based prove incorrect or should risks arise, the actual developments and results may differ from those currently anticipated. The DB Group accepts no obligation to update the statements made in this report.

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Employee of DB Schenker Rail Poland carrying out marshaling work.

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