UKI Diversity, Equity & Inclusion

2025 Ireland Gender Pay Gap Report

With deep dedication.

Deutsche Bank

Introduction

Statement from Vathany Vijayaratna and Neil Brady

Everyone at Deutsche Bank is responsible for contributing to a fair and inclusive working environment. As the Global Hausbank for our clients, our success depends on our people, both in Ireland and across the globe. By enabling that talent to contribute their own unique perspectives, work collaboratively and take accountability, every employee can make an impact.

We continue to focus on our global gender diversity goal of having at least 35% women in Managing Director (MD), Director (D) and Vice President (VP) populations by 2025 ("35by25"). Over the past few years, we have significantly increased awareness of how we can support employees with different starting points to thrive at Deutsche Bank.

As a result, we have made good progress towards these aspirational goals, which is key to helping us address the underrepresentation of women in senior and more highly-paid roles, which will in turn support our ambition to reduce the pay gaps.

To continue ensuring we move in the right direction, over the last year we have provided more support and resources to managers to help them create a more inclusive workplace. Additionally, we have hosted Inclusive Hiring manager training sessions, reinforcing the responsibility that managers have to operate with an inclusive and collaborative mindset when hiring. The purpose of these initiatives is to build confidence and underline the critical role managers play in inclusive day-to day decision-making and in shaping our future environment.

Gender Pay Gap Reporting, is an important step for us as an organisation, enabling us to monitor and review progress on our inclusion efforts over time. Along with our leadership team, we continue to champion our efforts to create a fair, equitable and inclusive working environment where our employees can thrive.

Vathany Vijayaratna — Chief Executive Officer, UK and Ireland

Neil Brady — Chief Country Officer, Ireland

2025 Gender Pay Gap (GPG)

Gender pay gap data shows the difference between the average (mean and median) earnings of men and women, expressed as a percentage of men's earnings, at June 30, 2025.

Gender pay is not the same as equal pay or pay discrimination. Gender pay looks at the difference in the average pay between all men and all women, regardless of their role or seniority. Equal pay, on the other hand, is the difference in pay for the same role, or similar work of equal value.

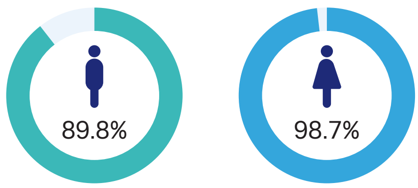
The reason for the gender pay gap is primarily lower representation of women within senior and highly renumerated roles. To drive structural change and get more women into senior roles we continue to make progress on our "35by25" gender diversity goal and initiatives.

Below are the Deutsche Bank results for the required Ireland pay gap calculations. Please note Deutsche Bank had no temporary employees and no part-time male employees so we are unable to report a pay gap for these groups.

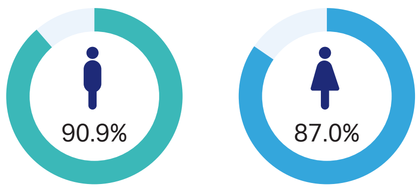
Hourly Pay and Bonus data (population at June 30, 2025)

	GPG 2024	GPG 2025
Mean Hourly Pay	25.40%	21.50%
Median Hourly Pay	22.80%	16.50%
Mean Bonus Pay	34.20%	43.00%
Median Bonus Pay	25.40%	41.00%
Mean Hourly Pay (PT)	N/A	N/A
Median Hourly Pay (PT)	N/A	N/A
Mean Hourly Pay (Temp)	N/A	N/A
Median Hourly Pay (Temp)	N/A	N/A

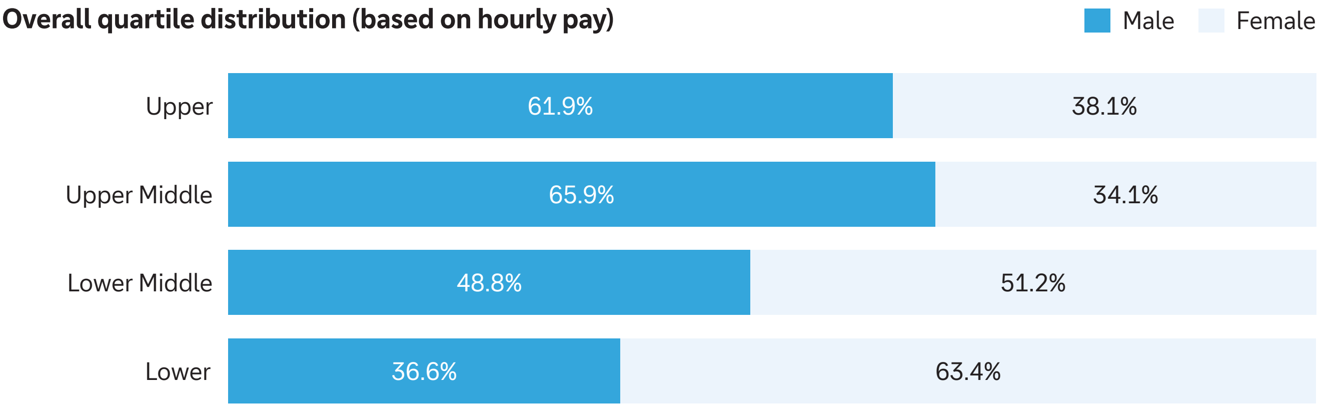
Percentage of men and women who received a bonus



Percentage of men and women receiving Benefits in Kind



Overall quartile distribution (based on hourly pay)



Our DEI Journey in 2025

Diversity, Equity and Inclusion is a cornerstone of "This is Deutsche Bank", which describes the bank's **purpose, vision, strategy and culture** as outlined below.

Purpose:

Dedicated to our clients' lasting success and financial security at home and abroad. The bank will best meet the various needs of its clients with a diverse workforce who bring different experiences. An inclusive culture values different perspectives and leads to more innovative, sustainable solutions for the bank's clients.

Vision:

The global Hausbank, European Champion and first choice for our clients. The bank needs the best combination of talent from around the world. For talent to succeed, employees from all backgrounds and experiences need equitable and fair opportunities to thrive.

Culture:

DEI is at the core of the bank's guiding principles. **Employees are empowered to excel together every day, forging a strong culture where an employee acts responsibly, thinks commercially, takes initiative, and works collaboratively.** An inclusive mindset is the key to seeking different perspectives, challenging the status quo, reducing groupthink, mitigating risk, and striving for an excellent client experience.

Strategy:

The bank's strategy **targets a sharpened business model, targeted growth, disciplined resource allocation and an aspiration to generate excess capital returns.** Inclusive and equitable companies have higher financial returns because they attract and retain top talent, improve customer orientation, and anticipate the competitive landscape, thereby creating a virtuous cycle of increasing returns.

We are committed to ensuring that Deutsche Bank is a place where:

- Our people feel a sense of belonging
- High-performing teams have different skills, backgrounds, and experiences
- Our leaders create a more equitable environment
- Diversity and inclusion are business imperatives

We continue to pledge our support as one of the founding signatories of the Women in Finance Charter Ireland, which is a commitment by the Government of Ireland and other signatory firms to work together to build a more balanced and fair industry.

‘35by25’ gender goal

We continue to make progress on our goal to increase senior women representation through our ‘35 by 25’ programme. ‘35 by 25’ is our gender diversity goal to have women representing at least 35% of our Managing Director, Director and Vice President population by December 2025.

It is sponsored and actively supported by the Group Management Committee and the Management Board.

Acceleration programmes

Our targeted acceleration, sponsorship and leadership development initiatives to support women, particularly in middle to senior level roles, help to address underrepresentation in these areas. Some examples of these include:

- **VP Accelerator Programme.** The Vice President Talent Acceleration Programme is development training that draws on the growth mindset concept to engage and empower participants to accelerate their own development.

- **Director Accelerator Programme.** The Director Talent Acceleration Programme (DAP) is delivered through a combination of formal training, internal leader-led sessions and 1-2-1 peer coaching elements. The DAP includes the Women Global Leaders (WGL) module, which enables the organisation to continue its focus on senior female development and support talent retention.

Recruitment

We're working to make our hiring practices more inclusive, equitable and fair because we know that some talent face more headwinds that can limit their access to opportunities. We have broadened our attraction and search initiatives to create a more diverse talent pool of and we've engaged DEI-focused recruitment agencies to support us in these efforts.

We've also reissued guidance to hiring managers with key ways they can make the hiring process more inclusive including encouraging them to use diverse interview panels and complete inclusive hiring training. This was the focus of an Inclusive Hiring manager briefing session held with senior colleagues who shared the importance of DEI, the crucial role managers play, and provided practical tips to support inclusive hiring practices. In addition, all non-confidential Managing Director roles are advertised to proactively engage both internal and external female talent into the candidate pool.

To promote flexible working, recruitment teams discuss opportunities with all line managers when hiring to ensure we are supportive of any potential adjustment for all aspects of diversity. Flexible working with Deutsche Bank‘s hybrid working model and part time working arrangements are detailed in all internal and external job advertisements to ensure transparency with all candidates.

Retention

In addition to our acceleration programmes, we have also implemented targeted initiatives to support the development of our talent. To enhance visibility for women in senior roles, we developed a 'Retention of Senior Women' initiative. This was implemented at our UKI leadership level to review and develop our talent with defined supporting actions.

The bank supports the Schneider-Lenné Cadre (SLC), a network of senior women across the bank, comprised of ATLAS (the bank's senior female Managing Director acceleration programme) participants, alumni and Senior Management Risk Takers (SMRTs). The aim of the group is to create a network of senior women who are role models, drive cultural change and support the development of diverse talent across the bank. This is sponsored directly by the Management Board and is an integral facet of the bank's leadership and cultural evolution.

Benefits

We offer flexible and job-sharing opportunities, along with gender-neutral and LGBTQ+ inclusive parental leave frameworks.

Additionally, employees taking paternity leave may take up to 16 weeks of paid paternity leave, which can start on any day of the week.

Employee Resource Groups (ERGs)

Our ERGs are voluntary, employee-led groups uniting colleagues from diverse backgrounds, experiences, and business areas to inspire inclusiveness in our daily interactions. ERGs are open to any employee across all divisions and senior leaders act as executive sponsors for them. The ERGs work together to recognise intersectionality and to identify barriers to equity and inclusion, advocate for solutions, and actively demonstrate the bank's commitment to DEI externally.

Our gender ERG, dbGO through its four pillars (Career, Visibility and Inspiration, Development, and Impact) hosts numerous events and initiatives to help foster an inclusive gender-balanced workforce. Throughout 2025, dbGO in Ireland hosted two International Women's Day events, a speed networking event and increased the DEI related learning resources available in our Learning Management System.