

Deutsche Bank is proud to be a founding signatory of the Women in Finance Charter



Diversity, Equity and Inclusion are at the core of our guiding principles and integral to the success of Deutsche Bank. To achieve our Global Hausbank ambitions, it is essential that our organisation reflects the diverse clients we serve and communities we operate in. Our continued commitment to the Women in Finance Charter is a sign of our deep dedication to driving inclusion. We're working to make our people practices more inclusive, equitable and fair because we know that some talent face more headwinds that can limit their access to opportunities. Our focus on attracting, retaining, and developing diverse talent into senior leadership, decision making and client facing roles is supported by a clear strategy to drive cultural change throughout the bank. We all succeed when our employees feel welcomed, respected, listened to, treated fairly, and can contribute and grow.

Lisa Witney, Global Head of Diversity, Equity and Inclusion

Deutsche Bank Women in Finance Charter update 2023 - progress year-ending 31.12.2023

Note: for Charter purposes, the bank refers to the German Gender Quota Law targets put in place to comply with legislation in Germany, which came into force in 2016.

Women in senior leadership as at December 31, 2023:

- **Women on the Supervisory Board:** 40%, meeting the statutory minimum requirement of 30% in Germany
- **Women on the Management Board:** achieved statutory minimum requirement of at least one woman
- **Management Board direct reports:** achieved 20% women with a target of 30% by December 31, 2025
- **Management Board minus 2:** achieved 27.6% women with a target of 30% by December 31, 2025

At Deutsche Bank we set ourselves gender diversity goals and aim for 35% women in our global top ranks by 2025 ('35 by 25'). At year-end 2023, we achieved our Global interim goal of 31.2% women at Managing Director, Director and Vice President level. We are committed

to creating a working environment that attracts and retains women. Our 35 by 25 program is sponsored by our senior management and comprises 5 impact-oriented key initiatives along the full employee lifecycle:

- Showcase strong leadership
- Hold ourselves accountable
- Change hiring practices
- Bring women into roles and not only into programmes
- Listen, learn and change

Tiina Lee, CEO for UK and Ireland, held the role of Accountable Executive for the Women in Finance Charter until her departure in July 2023. Tiina Lee also held the role of Executive Sponsor for our gender Employee Resource Group and sponsored a strategic plan to increase the inclusion and representation of Black employees, in consultation with our Black Representation Leadership Forum. As well as the Women in Finance Charter, Deutsche Bank is a signatory of the Race at Work Charter and continues to voluntarily publish our individual ethnicity pay gaps with our gender pay gap report. More information can be found in our [combined UK gender and ethnicity pay gap reports](#).

Deutsche Bank continues to drive strategic initiatives to actively promote fair and inclusive people practices and increasing opportunities for women. Initiatives underway include:

- Tracking progress through a monthly gender diversity dashboard, including the progression of hires, leavers and promotions and investment in additional hiring analytics to support our '35 by 25' target.
- Partnering with a global market intelligence firm to establish a strong pipeline of external women for future Vice President, Director and Managing Director roles and leveraging our divisional Recruitment Diversity Champions who hold monthly meetings reviewing hiring data, opportunities and challenges.
- Continuing our Retention of Senior Women initiative by the UKI Executive Committee which gives our leadership team in the region insights into our employees, with a view to identifying and retaining our high potential female talent and to support their continued growth
- As well as making progress at senior levels, the bank has also strengthened the proportion of women at entry levels to ensure sustainability and drive gender parity.
- Our Everyday Inclusion Toolkit outlines behaviours and actions for inclusive decision-making across our people processes including mitigating barriers to women's progression, inclusive language terminology guide and considerations for team events and meetings.
- The bank has also significantly increased the amount of both online learning resources and hiring manager briefing sessions to decrease the impact of unconscious bias on the hiring process.

Our gender Employee Resource Group, dbGO through its four pillars (Career; Visibility and Inspiration; Development; and Impact) host numerous events and initiatives to help foster an inclusive gender-balanced workforce. Throughout 2023, dbGO hosted 14 events with over 1,000 attendees including interview skills workshop sessions and pairing employees job shadowing.

For the fifth year running, Deutsche Bank featured in [The Times Top 50 Employers for Gender Equality](#) in 2024. Led by Business in the Community (BITC), this is the UK's highest profile and well-established annual listing of employers who are taking action towards workplace gender equality and making it part of their business strategy. Inclusion in the list recognises progress and examples of best practices, impact, innovation, and individual achievement.

We are in our first year of partnership with The Women in Banking and Finance Awards and as part of our agreement, Deutsche Bank sponsored the 'Award for Achievement' at the 25th annual ceremony. In addition to the sponsorship of the Award for Achievement, five of our UK employees were shortlisted in the 2023 Women in Banking and Finance awards within the 'Best D&I Innovation Award' and "Inclusive Leader Award" categories.

More information on Deutsche Bank's global diversity and gender equality agenda, including gender diversity goals and progress is available in the annual gender and ethnicity pay gap report on the [DEI website](#), and in the [Human Capital Report](#).