

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



Everyone at Deutsche Bank is responsible for contributing to a fair and inclusive working environment and this is at the core of our guiding principles. As we strengthen our commitment to be the Global Hausbank, it is essential that our employee base reflects the diverse clients we serve and communities we operate in.

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.

Our continued commitment to the Women in Finance Charter is a sign of our deep dedication to driving inclusion.

Vathany Vijayaratna, UKI CEO

Deutsche Bank Women in Finance Charter update 2024 - progress year-ending 31.12.2024

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, 2024:

- **Women on the Supervisory Board:** 35%, 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 28.9% women with a target of 30% by December 31, 2025
- **Management Board minus 2:** achieved 28.3% 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 2024, we narrowly missed our Global interim goal of 33.2% 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 It is sponsored and actively supported by the Group Management Committee and the Management Board.

Vathany Vijayaratna, CEO for UK and Ireland, holds the role of Accountable Executive for the Women in Finance Charter. Vathany Vijayaratna also holds the role of Executive Sponsor for our gender Employee Resource Group and chairs the Black Representation Leadership Forum, who drives the strategic plan to increase the inclusion and representation of Black employees. 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](#).

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 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.
- The bank has also significantly increased the amount of online learning resources, hiring manager and promotion panel briefing sessions to decrease the impact of unconscious bias on our hiring and promotion processes.

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 2024, dbGO hosted 9 VisibiliTea sessions providing opportunity to engage with senior leaders in an informal setting and facilitated job shadowing for more than 75 members.

For the sixth year running, Deutsche Bank featured in [The Times Top 50 Employers for Gender Equality](#) in 2025. 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 second 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 26th annual ceremony. In addition to the sponsorship of the Award for Achievement, one of our UK employees won the "Mentor of the Year Award" at the 2024 Women in Banking and Finance awards.

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](#).