



Deutsche Bank

Sustainability Data Compendium 2024

March 13, 2025



The Sustainability Data Compendium comprises sustainability metrics and targets for sustainability topics as included in the Sustainability Statement of Deutsche Bank's Annual Report, as well as further sustainability topics that Deutsche Bank deems of interest for external stakeholders interested in sustainability topics.

Sustainability topics included in Sustainability Statement (based on ESRS)

Deutsche Bank discloses sustainability matters in the Sustainability Statement of the Annual Report and applies the European Sustainability Reporting Standards (ESRS) as reporting framework allowed by § 315c (3) HGB in conjunction with § 289d HGB.

The sustainability matters disclosed in the Sustainability Statement are the result of a Double materiality assessment (DMA) performed in compliance with the ESRS (please refer to the chapter Double materiality assessment of the Sustainability Statement for a description of the DMA process). This means that the results of the DMA define the information disclosed in the Sustainability Statement of the Annual Report in accordance with the ESRS.

Metrics and targets for topics included in the Sustainability Statement can be found in the section 'Topics included in Sustainability Statement' of this document. All metrics presented in this section are subject to the limited assurance engagement of the Independent Auditor and must be considered in the context of the Annual Report.

Further sustainability topics

Following the first-time application of ESRS, the bank did not continue its voluntary disclosure on topics such as Corporate social responsibility and In-house ecology in the Sustainability Statement. The associated metrics can be found in section 'Further sustainability topics' of this document. Unless otherwise stated as a footnote, the numbers disclosed in this section of this document are not subject to the limited assurance engagement of the Independent Auditor.

General

Numbers in this document are presented for 2024, 2023 and 2022 except Group Targets.

Where data for the Asset Management division, operating under the brand DWS is not included in the information disclosed, this is indicated by a footnote.

For definitions of associated metrics, please refer to page 16.

For footnotes, please refer to page 17.

Due to rounding, numbers presented throughout this document may not sum precisely to the totals provided and percentages may not accurately reflect the absolute figures.

Topics included in Sustainability Statement (based on ESRS)

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Topics included in the Sustainability Statement (based on ESRS)



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
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Selected ESG ratings and assessments (from best to worst)

CDP Climate Change (Scale: A to D-)	B	B	B	
ISS ESG Corporate Rating (Scale A+ to D-)	C	C+	C+	
MSCI ESG Ratings (Scale: AAA to CCC)	A	A	AA	
S&P Global CSA (Scale: 100 to 0)	59	54	67	
Sustainalytics ESG Risk Rating (Scale: 0 to 100)	27.9	27.9	24.8	

Sustainable financing and ESG investment volumes, in € bn.¹

Cumulative sustainable financing and ESG investment volumes ^{1,2}	215	279	373	93
Corporate Bank, of which	40	53	70	17
Financing	40	53	70	17
Investment Bank, of which	128	167	224	57
Financing	38	53	71	18
Issuance	90	114	153	39
Market making ³	-	-	1	1
Private Bank, of which	48	59	68	9
Financing	10	13	15	2
Assets under Management ⁴	37	46	53	7
Corporate & Other, of which	-	-	10	10
Pension plan assets ⁵	-	-	10	10

Asset Management: ESG Assets under Management, in € bn.

Total ESG Assets under Management	117	133	163	29
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Key group targets and progress made¹



FY 2025 (Target)	FY 2022	FY 2023	FY 2024
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Sustainable financing and ESG investment volumes, in € bn.

Sustainable financing and ESG investment volumes	500	215	279	373
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Financed emissions associated with net-zero commitment in the bank's corporate loan book (reduction vs. baseline year in %)

	Metric	FY 2030 (Targets)	FY 2022	FY 2023	FY 2024
Oil and Gas (Upstream)	MtCO ₂ /y	(23)%	(29)%	(21)%	(18)%
Power Generation	kgCO ₂ e/MWh	(69)%	(3)%	(6)%	(21)%
Automotive (Light Duty)	gCO ₂ /vkm	(59)%	(1)%	(16)%	(15)%
Steel	kgCO ₂ e/t steel	(34)%	(2)%	(9)%	(19)%
Coal Mining	MtCO ₂ /y	(49)%	0%	(23)%	(42)%
Cement	kgCO ₂ e/t cement	(29)%	0%	5%	7%
Shipping – Revised IMO Strategy – Minimum ⁶	Portfolio Climate Alignment Score (%)	–	N/M	0.1 pp	–
Shipping – Revised IMO Strategy – Striving ⁶		0%	N/M	1.4pp	–
Commercial Aviation ⁶		0%	–	N/M	–

Gender diversity

	FY 2025 (Targets)	FY 2022	FY 2023	FY 2024
Female share in Senior Corporate Titles (Managing Director, Director and Vice President)	35%	31%	32%	33%
Female share at Management Board level -1	30%	17%	20%	29%
Female share at Management Board level -2	30%	30%	28%	28%

Note: In line with German Gender Quota Law (Erstes Führungspositionen-Gesetz, FüPoG I) for female share in Supervisory Board, in line with German Gender Quota Law (Zweites Führungspositionen-Gesetz, FüPoG II) for female share in Management Board, and in line with FüPoG II for female share at first and second management level below the Management Board

Environmental metrics (1/2)



Scopes Covered	Baseline Year	Reference Scenario	Metric	Baseline Metric	FY 2022	FY 2023	FY 2024	Latest reporting year (Reduction vs. baseline)	Target 2030	2030 Target reduction in %
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Alignment to net zero targets per sector – Scope 3 Category 15: Investments⁷

Corporate Loan Portfolio

Oil and Gas (Upstream)	Scope 3	2021	IEA NZE	MtCO ₂ /y	23.4	16.6	18.5	19.2	(18)%	18	(23)%
Power Generation	Scope 1	2021	IEA NZE	kgCO ₂ e/MWh	396	386	371	312	(21)%	124	(69)%
Automotive (Light Duty)	Scope 3	2021	IEA NZE	gCO ₂ /vkm	190	188	159	162	(15)%	77	(59)%
Steel	Scopes 1 and 2	2021	IEA NZE	kgCO ₂ e/t steel	1,519	1,495	1,384	1,234	(19)%	1,004	(34)%
Coal Mining	Scope 3	2022	IEA NZE	MtCO ₂ /y	7.9	7.9	6.1	4.6	(42)%	4	(49)%
Cement	Scopes 1 and 2	2022	IEA NZE	kgCO ₂ e/t cement	731	731	764	781	7%	520	(29)%
Shipping ⁶	Scope 1	2022	Revised IMO Strategy – Minimum Revised IMO Strategy – Striving	Portfolio Climate Alignment Score (%)	14.1	14.1	14.2	–	0.1 pp	–	–
					18.3	18.3	19.7	–	1.4pp	0%	(18.3)pp
Commercial Aviation ⁶	Scope 1	2023	MPP PRU		1.3	–	1.3	–	–	0%	(1.3)pp

Note: Deutsche Bank will publish year-end 2024 Portfolio Climate Alignment Scores in the Sustainability Statement 2025

Residential Real Estate

Energy intensity – EU only	Scopes 1 and 2	2023	PCAF	kgCO ₂ e/m ² /y	13.7	–	13.7	13.04	(5)%	–	–
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Scopes Covered	Baseline Year	Reference Scenario	Metric	Baseline Metric	FY 2022	FY 2023	FY 2024
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Financed emissions – Scope 3 Category 15: Investments⁷

Corporate lending book	Scopes 1 and 2	2021	PCAF	Total Loan Commitment	MtCO ₂ e/y	66.0	63.8	63.5	64.7
	Scopes 3	2023	PCAF	Total Loan Commitment	MtCO ₂ e/y	392.0	–	392.0	427.8
Residential real estate – EU only	Scopes 1 and 2	2022	PCAF	Loan Exposure Outstanding	MtCO ₂ e/y	3.9	3.9	2.5	2.2

Environmental metrics (2/2)



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
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Loan exposure by nature loss type, in € bn.

Total corporate industry loan exposure, of which	–	101.2	117.7	16.3%
Water depletion	–	17.3	18.9	9.2%
Terrestrial biodiversity and habitat loss	–	11.6	12.7	9.5%
Ecosystem degradation from waste and pollution	–	9.2	9.9	7.6%
Marine ecosystem degradation	–	6.4	6.5	1.6%

Disclosure in accordance with Article 8 of the Taxonomy Regulation

Green asset ratio (GAR)

Green asset ratio (GAR) stock based on Turnover KPIs	–	1.3%	1.0%	(0.3) pp
Green asset ratio (GAR) stock based on CapEx KPIs	–	1.5%	1.2%	(0.4) pp

Social metrics (1/3)



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
Regional presence and nationalities represented within the bank				
Number of countries with a Deutsche Bank presence	58	57	56	(1.8)%
Number of nationalities represented within the bank	157	153	160	4.6%
Results for the representation of women⁸				
Female share in Senior Corporate Titles (Managing Director, Director and Vice President)	30.7%	32.3%	33.0%	0.7 pp
Female share of employees, of which	46.4%	46.3%	46.5%	0.2 pp
Managing Directors	20.9%	22.3%	22.8%	0.5 pp
Directors	26.7%	28.0%	28.8%	0.8 pp
Vice Presidents	33.5%	34.8%	35.6%	0.8 pp
Assistant Vice Presidents and Associates	41.8%	41.9%	42.3%	0.4 pp
Non-Officers	59.7%	59.0%	59.6%	0.6 pp
Female share in Management and Supervisory Board⁸				
Management Board (absolute number)	2	1	2	100.0%
Management Board level -1	17.1%	20.0%	28.9%	8.9 pp
Management Board level -2	29.6%	27.6%	28.3%	0.7 pp
Supervisory Board	30.0%	40.0%	35.0%	(5.0) pp
Employee feedback culture				
Culture Pulse Index (Culture Pulse Index goal: 70%) ⁹	72.68%	73.84%	69.89%	(3.95) pp
Employee commitment index	69%	70%	67%	(3) pp
Employees by region¹¹				
Full time equivalent (FTE) at year-end ¹⁰ , of which	84,930	90,130	89,753	(0.4)%
Germany	35,594	36,195	35,160	(2.9)%
Europe excluding Germany	17,875	18,103	17,672	(2.4)%
Americas	7,721	8,232	7,991	(2.9)%
Asia-Pacific, Middle East & Africa	23,740	27,601	28,930	4.8%
Employee hiring and turnover				
New employee hires ¹¹	12,717	12,883	8,168	(36.6)%
Hired global graduates ⁵	793	1,177	1,160	(1.4)%
Employee turnover ¹¹	(10,337)	(7,612)	(8,444)	10.9%
Total employee turnover rate ¹¹	12.3%	8.7%	9.4%	0.7 pp
Voluntary employee turnover rate ¹¹	10.1%	5.6%	5.9%	0.3 pp
Share of vocational trainees in % of permanent employees, Germany only ^{8,12}	3.5%	3.6%	3.2%	(0.4) pp

For footnotes please refer to page 17.



	FY 2022		FY 2023		FY 2024		FY 2024 vs. FY 2023	
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Employee headcount by country

Total employees	91,580	100.0%	96,621	100.0%	95,898	100.0%	(723)	(0.7)%
Germany	41,190	45.0%	41,624	43.1%	40,308	42.0%	(1,316)	(3.2)%
India	17,412	19.0%	21,133	21.9%	22,578	23.5%	1,445	6.8%
Great Britain	7,392	8.1%	7,986	8.3%	7,766	8.1%	(220)	(2.8)%
United States of America	7,541	8.2%	8,047	8.3%	7,743	8.1%	(304)	(3.8)%
Italy	3,257	3.6%	3,176	3.3%	2,970	3.1%	(206)	(6.5)%
Spain	2,385	2.6%	2,427	2.5%	2,357	2.5%	(70)	(2.9)%
Singapore	1,826	2.0%	1,887	2.0%	1,813	1.9%	(74)	(3.9)%
Romania	1,370	1.5%	1,666	1.7%	1,799	1.9%	133	8.0%
Philippines	1,356	1.5%	1,386	1.4%	1,369	1.4%	(17)	(1.2)%
Hong Kong	854	0.9%	860	0.9%	802	0.8%	(58)	(6.7)%
Other	6,997	7.6%	6,429	6.7%	6,393	6.7%	(36)	(0.6)%

Social metrics (3/3)



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
Health rate, in %				
Health rate, Germany only ¹³	91.8%	92.6%	92.4%	(0.2) pp
Mental health, in headcount				
Mental Health First Aiders	423	583	737	26.4%
Gender pay gap, in %				
Unadjusted Global Gender Pay Gap ¹⁴	-	-	38.8%	N/M
Remuneration ratio				
Annual total remuneration ratio ¹⁵	-	-	237	N/M
Part-time employees, in FTE				
Part-time employees	8,548	8,261	7,911	(4.2)%
Female	7,385	7,149	6,850	(4.2)%
Male	1,163	1,113	1,061	(4.7)%
Training hours by gender (in k.)				
Training hours	-	-	1,764	N/M
Female	-	-	803	N/M
Male	-	-	961	N/M
Client Centricity				
Client Satisfaction				
Net Promoter Score Deutsche Bank brand (Private Bank Germany only)	-	63	67	6.3%
Net Promoter Score (Asset Management only)	-	50	53	6.0%

For footnotes please refer to page 17.



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
Anti-financial crime and Data protection				
Training programs related to anti-bribery and anti-corruption ¹⁹	99.96%	99.96%	99.88%	(0.08) pp
Training programs related to anti-money laundering and counter terrorist financing ¹⁹	–	99.97%	99.82%	(0.15) pp
Training programs related to the prevention of facilitation of tax evasion ¹⁹	–	0.00%	99.98%	N/M
Training programs related to sanctions and embargoes ¹⁹	–	99.96%	99.52%	(0.44) pp
eLearning completion rate of mandatory data protection training ¹⁹	99.96%	99.96%	99.29%	(0.67) pp
Number of convictions for violation of anti-corruption and anti-bribery laws ^{16,17}	–	–	0	N/M
Amount of fines for violation of anti-corruption and anti-bribery laws (in €) ¹⁸	–	–	0	N/M
Culture, Integrity and Conduct				
Number of culture, integrity and conduct initiatives across divisions and infrastructure functions	83	84	74	(11.9)%
Whistleblowing				
Cases referred to investigation, regional split				
in Germany	–	34%	35%	1 pp
in APAC	–	26%	22%	(3) pp
in United Kingdom & Ireland	–	18%	17%	(1) pp
in Americas	–	10%	13%	3 pp
in Europe	–	11%	11%	0 pp
in Middle East & Africa	–	2%	2%	0 pp
Cases closed				
Share of cases closed where allegations have been partially or fully substantiated during investigation	–	38%	52%	14 pp
Speak-up training				
Percentage of new managers completing the speak-up training	86%	100%	100%	0 pp

For footnotes please refer to page 17.



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Further sustainability topics

Environmental metrics – In-house ecology²⁰



	FY 2022	FY 2023 ²²	FY 2024 ²¹	FY 2024 vs. FY 2023
GHG emissions (own operations) in t of CO₂e (unless stated otherwise)^{21, 23}				
Scope 1 GHG emissions ²⁴	22,749	15,636	16,978	8.6%
Scope 2 GHG emissions (market-based) ²⁵	28,393	17,956	16,356	(8.9)%
Scope 2 GHG emissions (location-based) ²⁶	122,773	99,460	99,164	(0.3)%
Scope 1 & 2 (market-based) emissions including business travel, in tons of CO ₂ e ^{27, 28}	79,139	91,203	118,363	29.8%
Scope 1 & 2 (location-based) emissions including business travel, in tons of CO ₂ e ^{27, 28}	173,519	172,708	201,171	16.5%
Share of its own global electricity consumption from renewable sources	96%	97%	97%	(0.3)%
GHG Intensity values				
Total GHG (market-based) emissions including business travel per net revenue (tCO ₂ eq/million €) ²⁹	3	3	4	26.9%
Total GHG (location-based) emissions including business travel per net revenue (tCO ₂ eq/million €) ²⁹	6	6	7	13.9%
Scope 3, other indirect GHG emissions in t of CO₂e (unless stated otherwise)				
Scope 3, other indirect GHG emissions (excl. Category 15) ²⁸ , of which	981,923	1,014,153	1,078,490	6.3%
Category 1 – purchased goods and services ³⁰	602,138	647,793	677,171	4.5%
Category 2 – capital goods ³⁰	33,021	24,587	46,275	88.2%
Category 3 – upstream fuel and energy related activities	46,926	28,651	29,378	2.5%
Category 4 – upstream transportation and distribution ³⁰	39,416	31,523	18,963	(39.8)%
Category 5 – waste generated in operations	574	521	619	18.8%
Category 6 – business travel ^{31, 32}	27,997	57,611	85,029	47.6%
Category 7 – employee commuting/working from home ³³	98,283	104,573	113,179	8.2%
Category 8 – upstream leased assets ³⁴	79,670	71,133	63,596	(10.6)%
Category 9 – downstream transportation and distribution ³⁵	39,872	38,701	35,570	(8.1)%
Category 10 – processing of sold products	–	–	–	N/M
Category 11 – use of sold products ³⁶	581	591	534	(9.7)%
Category 12 – end-of-life treatment of sold products ³⁶	34	25	8	(67.5)%
Category 13 – downstream leased assets ³⁷	13,411	8,444	8,167	(3.3)%
Category 14 – franchises	–	–	–	N/M
Energy consumption in GWh (unless stated otherwise)				
Total energy consumption in GJ ³⁸	1,931,103	1,373,718	1,365,419	(0.6)%
Total energy consumption ³⁸	536	382	379	(0.6)%
Electricity consumption	304	232	232	0.1%
Energy from primary fuel sources (oil, gas, etc.)	107	68	79	16.1%
District heating, steam and cooling ³⁹	125	81	68	(16.7)%
Electricity from renewables ³⁸	293	225	224	(0.1)%

For footnotes please refer to page 17.

Social metrics – Corporate social responsibility



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
Corporate social responsibility (CSR) metrics				
Total investments spent in CSR initiatives and art & culture projects, in € ⁴⁰	55,147,755	52,557,780	53,441,494	1.7%
People reached with initiatives	3,314,553	3,856,931	4,202,027.0	8.9%
CSR programs: Education (Enterprise), Environment, Social projects	1,406,811	1,708,047	1,552,205.0	(9.1)%
Art & Culture	1,907,742	2,148,884	2,679,822.0	24.7%
Beneficiaries of education projects	560,570	590,913	538,350	(8.9)%
Beneficiaries of environment projects	204,044	423,223	475,044	12.2%
Beneficiaries of enterprise projects	255,704	305,661	27,299	(91.1)%
Beneficiaries of social projects	386,493	388,250	481,512	24.0%
Employees participating in the bank's volunteer programs	18,707	23,412	21,718	(7.2)%
in % of total staff	22.0%	27.0%	24.0%	(11.1)%
Hours invested by corporate volunteers	187,232	212,508	215,823	1.6%

For footnotes please refer to page 17.

Further governance metrics – Compensation



Management Board (MB) compensation – Compensation metrics⁴¹

MB Compensation – Short-Term-Incentive Plan (2024)	40%
MB Compensation – Long-Term-Incentive Plan (2024-2026) components ⁴²	60%
Group Financials, of which	25%
Return on tangible equity ⁴³	10%
Tangible Book Value per share ⁴³	15%
Relative Total Shareholder Return (RTSR), ranking of Deutsche Bank versus peer group	15%
ESG, of which	20%
E: carbon reduction in line with published carbon pathways	8%
S: gender diversity – share of women: MB-1, MB-2 of 32.5% by YE 2026	4%
G: AML/KYC Remediation Activities by YE 2026/Control Risk Management Grade by YE 2026 ⁴⁴	8%
Maximum ratio fixed to variable compensation ⁴⁵	1:2
Maximum compensation limit for each MB member in € m.	12

For footnotes please refer to page 17.

Further governance metrics – Audit fees



	FY 2022	FY 2023	FY 2024	FY 2024 vs. FY 2023
External Assurance in € m.				
Total audit fees	68	78	80	3%
Audit fees	59	66	69	5%
Audit-related fees	8	12	10	(17)%
Tax-related fees	0	0	0	N/M
All other fees	1	0	1	N/M

Definition of metrics and other information



Culture Pulse Index: HR administers a Culture Pulse survey three times per year to help the bank understand the frequency and quality of feedback from managers to employees, team meetings, appreciations and the level to which employees encounter productive behaviors in their working environment. This survey results provides a Culture Pulse Index which is included in the balanced scorecard reporting.

Employee commitment: Employee commitment encompasses the intent to stay, pride, motivation, as well as the advocacy of the organization as an employer.

Full-time equivalent (FTE): Employee data calculated on a full-time equivalent basis, part-time employees are included proportionally, sourced from a global standardized reporting system.

Green Asset Ratio (GAR): In accordance with Article 8 of the EU Taxonomy Regulation and the related Disclosures Delegated Acts, for year-end 2024, financial undertakings have to determine and disclose the proportion of exposures eligible to the EU Taxonomy in their covered assets (i.e., total assets less exposures toward central governments, central banks, supranational issuers and the trading portfolio) for the six environmental objectives. Details can be found in chapter Disclosures pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation) disclosed in the Sustainability Statement of the Annual Report.

Health rate: $100 - ((\text{total sickness days} \times 100) / \text{total regular working days})$

Mental Health First Aiders: Employees who volunteer to actively support their colleagues' mental health, organized in an international working group to better coordinate their efforts.

Net Promoter Score (NPS): The NPS measures the willingness of customers to recommend a company on a scale of 0 – 10 and asks for their reasons why. NPS scores can range from -100 to +100 and customer responses fall into three categories: Promoters, Passives and Detractors.

Total Remuneration Ratio: The Annual Total Remuneration Ratio compares the annual total remuneration of the highest paid employee to the median annual total remuneration for all employees (excluding the highest paid employee). For the purposes of the calculation, the highest paid employee is not the CEO, demonstrating the diversity of the bank's activities and remuneration opportunities.

Total employee turnover rate: Comprised of exits from resignations and departures initiated by the bank, including restructuring or performance-related terminations and terminations related to fixed-term contracts. Total employee turnover rate is defined as 'total employee turnover' based on FTE in reporting year in percent of 'average number of employees' based of FTEs at month ends in reporting year.

Unadjusted Global Gender Pay Gap: For the reporting year 2024, Deutsche Bank reported its unadjusted Global Gender Pay Gap globally for the first time to understand the extent of the gap in the pay between women and men amongst the bank's employees globally including Management Board members. The unadjusted global gender pay gap is defined as the difference of average hourly pay levels between female and male employees, expressed as percentage of the average hourly pay level of male employees.



Footnotes

1. Excluding Asset Management (DWS)
2. Sustainable finance volume on quarterly and annual basis is available in the Financial Data Supplement on <https://investor-relations.db.com/>
3. Since the fourth quarter of 2024, the bank reports its market making activities as part of its sustainable financing and ESG investment volumes in Investment Bank
4. Stock value at period end
5. Stock value at period end. Since the third quarter of 2024, the bank reports its pension plan assets as part of its sustainable financing and ESG investment volumes in its Corporate & Other division
6. Deutsche Bank will publish year-end 2024 Portfolio Climate Alignment Scores in the Sustainability Statement 2025. Change vs. baseline is not available for Commercial Aviation as 2024 is the first year of publication
7. Details can be found in chapter 'Sustainability Statement – Climate change – Client relationships' of the Annual Report
8. In headcount
9. Administered three times per year (two standalone surveys in the first and fourth quarter, and a survey included in People Survey for the second quarter)
10. Prior year's comparatives aligned to presentation in the current year, in 2024 'Middle East and Africa' has been assigned to 'Asia Pacific'; numbers may not add up due to rounding
11. Based on FTE data
12. Data available for region Germany only
13. Included in the chapter 'Employees' in the combined Management Report of the Annual Report; Germany only
14. The unadjusted global gender pay gap is defined as the difference of average hourly pay levels between female and male employees, expressed as percentage of the average hourly pay level of male employees
15. The Annual Total Remuneration Ratio compares the annual total remuneration of the highest paid employee to the median annual total remuneration for all employees (excluding the highest paid employee)
16. New metric in 2024, prior periods not disclosed
17. Number of convictions for violation of anti-corruption and anti-bribery laws either disclosed to Deutsche Bank by its employees or where Deutsche Bank has assumed the legal costs of the underlying proceeding
18. Amount of fines levied against Deutsche Bank in 2024 for violations of anti-corruption and anti-bribery laws
19. Based on headcount data
20. All KPIs presented for In-house ecology are subject to a limited assurance engagement of the independent auditor
21. Data reported for 2024 is from the period October 1, 2023, to September 30, 2024. The previous year is always adjusted to January to December. To maintain a 12-month reporting period, actual data from 2024 is used, with October–December 2023 data applied as a representative estimate for the corresponding period in 2024, as it reflects the best available data at the time of reporting
22. Changes to prior-year figures due to updated power grid factors, updates to historical data (such as billing updates), and methodology
23. The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard was used to calculate Scope 1, 2 and 3 emissions. DWS is covered across Scope 1, Scope 2 and business travel emissions
24. Emissions from Scope 1 increased due to temporary energy demand from operational activities during the year
25. Market-based electricity uses a zero-emission factor for sites where renewable electricity contracts are in place, or Energy Attribute Certificates (Renewable Energy Certificate (REC), Guarantee of Origin (GO)), are purchased to enable the claim that the attributes of renewable electricity apply to the consumption
26. The location-based method reflects the average emissions intensity of grids on which energy consumption occurs, using mostly grid-average emission factor data
27. Business travel includes travel by air, rail, rented vehicles, and taxis as well as hotel stays. The increase in emissions from business travel is largely due to the availability of cabin-specific data and the application of corresponding emission factors
28. Total emissions are based on actual, estimated, or extrapolated data, including all market-based or location-based Scope 1 and 2 emissions and relevant categories of Scope 3 emissions. All assumptions and calculation methodologies are in line with the ISO 14064 Standard Guidelines with supporting documentation. The emission factors have been used for each activity data type, from internationally recognized sources, such as DESNZ (2024), GHG Protocol, eGRID (2024), and IEA (2024), RE-DISS (2024), or, if more relevant, from country or contract specific sources. The factors include all GHGs and the gases' Global Warming Potential pursuant to IPCC AR5 assessments
29. Net revenues are the total of interest income and non-interest income. This information is disclosed in both Deutsche Bank's Annual Report and Financial Data Supplements release for Quarterly results. All net revenue metrics use annual net revenues for the financial year 2024. Net revenues are disclosed in million €
30. The reason for changes to prior-year figures is the use of supplier specific emissions where known
31. Cabin-specific information for air travel is available for FY24
32. The extrapolation methodology for taxi travel has been updated to a spend-based approach
33. Changes to prior years result from updates to the applied methodology
34. Primary energy data was provided for regional data centres
35. Ad-hoc branch visits not included. All transport emissions are well-to-wheel



Footnotes

36. Categories 11 and 12 rely on calculating emissions from the number of customers, and these data are based on customer numbers in Germany only
37. Downstream leased assets of Postbank are not included in this data. Floor area for Deutsche Bank's leased assets has been provided on a quarterly basis
38. Total energy consumption encompasses all sources used in Scope 1 and 2: natural gas, liquid fossil fuels (mobile and stationary), renewable and grid electricity, district heating, cooling, and steam. Standard joule to kWh conversion factors were used. The only renewable energy source used is electricity and equals 223 GWh. There was no sale of electricity, heating, cooling, or steam
39. Calculated electricity and heating intensities are used to estimate electricity and heating demands where data are unavailable
40. Deutsche Bank uses the Global Impact Tracking tool to monitor its investments direct impact and systematically gather feedback from community partners on an annual basis
41. With effect from financial year 2024, the Supervisory Board decided to make selective adjustments to simplify the compensation system and to further increase transparency to better align financial targets and Management Board incentives, while also taking shareholders' feedback into account for a stronger orientation on current best practices in the market. In the interests of the shareholders, the Management Board compensation system is aligned to the business strategy as well as the sustainable and long-term development of Deutsche Bank. The total compensation is comprised of fixed and variable compensation components. The variable compensation is divided into Short-Term Incentives (STI) and Long-Term Incentives (LTI). In the STI, 3-5 objectives for measuring individual and divisional performance over a period of 1 year will be set in the beginning and disclosed retrospectively. For LTI, 4 objectives will be set and disclosed ex ante. They are identical for all Management Board Members. LTI plans are forward-looking and they get measured over a period of 3 years
42. Given the long-term nature of the LTIs, no variable compensation related to LTI will be paid out for 2024
43. The components 'RoTE' and 'Tangible Book Value per share' count as one LTI objective each
44. AML: Anti-money laundering / KYC: Know-your-customer
45. Pursuant to Section 25a (5) of the German Banking Act (Kreditwesengesetz – KWG), the ratio of fixed to variable compensation is generally limited to 1:1 (cap regulation), i.e. the amount of variable compensation must not exceed that of fixed compensation, unless the shareholders of a bank resolve to increase the ratio of fixed to variable compensation to up to 1:max.2. The General Meeting in May 2024 made use of this possibility and increased the ratio to 1:2