



Deutsche Bank

Sustainability Data Compendium 2025

March 12, 2026



Sustainability Data Compendium 2025

The Sustainability Data Compendium comprises sustainability metrics and targets for sustainability topics 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.

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

General

Numbers in this document are presented for 2025, 2024 and 2023, where available.

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 32.

For footnotes, please refer to page 33 and following pages.

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 the Sustainability Statement (based on ESRS)

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Deutsche Bank

Topics included in the Sustainability Statement (based on ESRS)

Selected ESG ratings



FY 2023

FY2024

FY 2025

Selected ESG ratings and assessments (from best to worst)

CDP Climate Change (Scale: A to D-)	B	B	A
ISS ESG Corporate Rating (Scale A+ to D-) ⁷⁰	C+	C+	C+
MSCI ESG Ratings (Scale: AAA to CCC)	A	AA	AA
S&P Global CSA (Scale: 100 to 0)	54	67	72
Sustainalytics ESG Risk Rating (Scale: 0 to 100)	27.9	24.8	9.0

For footnotes please refer to pages 33 ff.

Key group targets and progress made¹



Sustainable financing and ESG investment volumes, in € bn.

	FY 2025 (Target)	FY 2023	FY 2024	FY 2025
Sustainable financing and ESG investment volumes	500	279	373	471

Financed emissions associated with net-zero commitment in the bank's corporate loan book (reduction vs. baseline year in %)

	Metric	FY 2030 (Targets)	FY 2023	FY 2024	FY 2025
Oil and Gas (Upstream)	MtCO ₂ /y	(23)%	(21)%	(18)%	(25)%
Power Generation	kgCO ₂ e/MWh	(69)%	(6)%	(21)%	(47)%
Automotive (Light Duty)	gCO ₂ /vkm	(59)%	(16)%	(15)%	(20)%
Steel	kgCO ₂ e/t steel	(34)%	(9)%	(19)%	(19)%
Coal Mining	MtCO ₂ /y	(49)%	(23)%	(42)%	(33)%
Cement	kgCO ₂ e/t cement	(29)%	5%	7%	11%
Shipping – Revised IMO Strategy – Minimum ²	Portfolio Climate Alignment Score (%)	N/A	0.1 pp	(12.7)pp	N/A
Shipping – Revised IMO Strategy – Striving ²		(18.3)pp	1.4 pp	(10.8)pp	N/A
Commercial Aviation ³		(1.3)pp	N/M	(0.3)pp	N/A

Gender diversity, in %

	FY 2025 (Targets)	FY 2023	FY 2024	FY 2025
Female share in Senior Corporate Titles (Managing Directors, Directors and Vice Presidents) ^{4,5}	35%	32%	33%	34%
Female share at Management Board level -1	30%	20%	29%	30%
Female share at Management Board level -2	30%	28%	28%	28%

Note: In line with FÜPoG II for female share at first and second management level below the Management Board

For footnotes please refer to pages 33 ff.

Environmental metrics – Sustainable finance



	FY 2023	FY2024	FY 2025	FY 2025 vs. FY 2024
Sustainable finance and ESG investments volumes, in € bn.¹				
Cumulative sustainable finance and ESG investments volumes ^{1,6}	279	373	471	98
Corporate Bank, of which	53	70	91	20
Financing	53	70	91	20
Investment Bank, of which	167	224	291	67
Financing	53	71	98	28
Issuance	114	153	192	39
Market making	–	1	1	1
Private Bank, of which	59	68	80	12
Financing	13	15	17	2
Assets under Management ⁷	46	53	62	9
Corporate & Other, of which	–	10	9	(1)
Pension plan assets ⁷	–	10	9	(1)

Asset Management: Sustainable Finance⁸, in € bn.

Total SFDR Assets under Management	–	730	805	75
ESMA AuM	–	82	85	3

Disclosure in accordance with Article 8 of the Taxonomy Regulation

Green asset ratio (GAR)⁹

Green asset ratio (GAR) stock based on Turnover KPIs	1.3%	1.0%	2.7%	1.7pp
Green asset ratio (GAR) stock based on CapEx KPIs	1.5%	1.2%	3.2%	2.0pp

Note: The calculation methodology for year-end 2024 follows Commission Delegated Regulation (EU) 2021/2178; comparative figures were not restated

For footnotes please refer to pages 33 ff.

Environmental metrics – Own operations and supply chain (1/2)



	FY 2024 ¹⁰	FY 2025 ¹¹	FY 2025 vs. FY 2024
Energy consumption¹² in MWh (unless stated otherwise)			
Energy consumption from fossil sources ¹³	183,986	177,067	(4)%
Energy consumption from nuclear sources ¹⁴	367	34	(91)%
Energy consumption from renewable sources ¹⁵	346,563	230,888	(33)%
Fuel consumption for renewable sources (including biomass, biofuels, biogas, hydrogen from renewable sources, etc.) ¹⁶	N/A	N/A	N/A
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources ¹⁷	346,563	230,888	(33)%
Consumption of self-generated non-fuel renewable energy ¹⁶	N/A	N/A	N/A
Total energy consumption ¹⁸	530,917	407,989	(23)%
Share of fossil sources in total energy consumption (%)	35%	43%	25%
Share of nuclear sources in total energy consumption (%)	0.07%	0.01%	(88)%
Share of renewable sources in total energy consumption (%)	65%	57%	(13)%
Carbon credits retired¹⁹			
Total carbon credits (tCO ₂ eq)	–	101,585	N/A
Total amount of carbon credits outside value chain planned to be cancelled in future (in tCO ₂ eq)	–	N/A	N/A
Total amount of carbon credits outside value chain verified against recognised quality standards (in tCO ₂ eq)	–	101,585	N/A
Recognized quality standard (Puro Earth) (in %)	–	5%	N/A
Recognized quality standard (Global C-Sink Registry) (in %)	–	8%	N/A
Recognised quality standard (Gold Standard) (in %)	–	75%	N/A
Recognised quality standard (Verified Carbon Standard (VERRA)) (in %)	–	12%	N/A
Share from removal projects (in %)	–	17%	N/A
Share from reduction projects (in %)	–	83%	N/A
Share from projects within the EU (in %)	–	N/A	N/A
Share of carbon credits that qualify as corresponding adjustments (in %)	–	N/A	N/A

For footnotes please refer to pages 33 ff.

Environmental metrics – Own operations and supply chain (2/2)



	FY 2023	FY 2024 ²⁰	FY 2025 ²¹	FY 2025 vs. FY 2024
Scope 1, 2, 3 and Total GHG Emissions²²				
Gross Scope 1 GHG emissions (tCO ₂ eq) ²³	15,636	17,814	17,146	(4)%
Percentage of Scope 1 emissions from regulated emission trading schemes (in %) ²⁴	N/A	N/A	N/A	N/A
Scope 2 GHG Emissions²⁵				
Gross location-based Scope 2 GHG emissions (tCO ₂ e)	99,460	102,614	90,448	(12)%
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	17,956	24,288	16,846	(31)%
Scope 3, other indirect GHG emissions in t of CO₂e (unless stated otherwise)				
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq) ³⁵	486,731,285	458,328,663	634,884,643	N/M
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ e) - Cat. 1-14	1,014,153	1,033,998	1,011,571	(2)%
Category 1 - purchased goods and services ²⁶	647,793	684,791	677,670	(1)%
Category 2 - capital goods ²⁶	24,587	6,536	9,809	50%
Category 3 - upstream fuel and energy related activities	28,651	30,159	28,970	(4)%
Category 4 - upstream transportation and distribution ²⁶	31,523	9,593	15,320	60%
Category 5 - waste generated in operations ²⁷	521	973	611	(37)%
Category 6 - business travel ²⁸	57,611	86,694	67,593	(22)%
Category 7 - employee commuting/working from home ²⁹	104,573	106,111	109,717	3%
Category 8 - upstream leased assets ³⁰	71,133	66,736	62,342	(7)%
Category 9 - downstream transportation and distribution ³¹	38,701	35,517	33,314	(6)%
Category 10 - processing of sold products ³²	N/A	N/A	N/A	N/A
Category 11 - use of sold products ³³	591	526	657	25%
Category 12 - end-of-life treatment of sold products ³³	25	16	11	(32)%
Category 13 - downstream leased assets	8,444	6,346	5,557	(12)%
Category 14 - franchises ³⁴	N/A	N/A	N/A	N/A
Category 15 - investments ³⁵	485,717,132	457,294,665	633,873,072	N/M
Total GHG Emissions³⁶				
Total GHG emissions (location-based) (tCO ₂ eq) ³⁵	486,846,382	458,449,091	634,992,237	N/M
Total GHG emissions (market-based) (tCO ₂ eq) ³⁵	486,764,877	458,370,765	634,918,635	N/M
GHG Intensity Values in tCO₂eq³⁷				
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/€ m) ³⁹	16,858	15,235	19,784	N/M
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/€ m) ³⁹	16,855	15,232	19,782	N/M
Net Revenues Data (in € m) ⁴⁰	28,879	30,092	32,096	7%

For footnotes please refer to pages 33 ff.

Environmental metrics – Climate and other environmental risks (1/3)



Scopes Covered	Baseline Year	Reference Scenario	Metric	Baseline Metric	FY 2024	FY 2025	Latest reporting year (Reduction vs. baseline)	Target 2030	2030 Target reduction in % ⁴¹
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Alignment to net zero targets per sector – Scope 3 Category 15: Investments⁴²

Corporate Loan Portfolio

Oil and Gas (Upstream) ⁷¹	Scope 3	2021	IEA NZE	MtCO ₂ /y	23.4	19.2	17.6	(25)%	18	(23)%
Power Generation ^{43, 72}	Scope 1	2021	IEA NZE	kgCO ₂ e/MWh	367	261	195	(47)%	114	(69)%
Automotive (Light Duty) ⁷³	Scope 3	2021	IEA NZE	gCO ₂ /vkm	190	162	153	(20)%	77	(59)%
Steel ⁷⁴	Scopes 1 and 2	2021	IEA NZE	kgCO ₂ e/t steel	1,519	1,234	1,231	(19)%	1,004	(34)%
Coal Mining ⁷⁵	Scope 3	2022	IEA NZE	MtCO ₂ /y	7.9	4.6	5.3	(33)%	4	(49)%
Cement ^{43, 76}	Scopes 1 and 2	2022	IEA NZE	kgCO ₂ e/t cement	678	783	749	11%	483	(29)%
Shipping ⁷⁷	Scope 1	2022	Revised IMO Strategy – Minimum ⁴⁴	Portfolio Climate Alignment Score (%)	14.1%	1.4%	N/A	(12.7) pp	N/A	N/A
			Revised IMO Strategy – Striving ⁴⁴		18.3%	7.5%	N/A	(10.8) pp	0	(18.3)pp
Commercial Aviation ⁷⁸	Scope 1	2023	MPP PRU ³		1.3%	1.0%	N/A	(0.3) pp	0	(1.3)pp

Note: Deutsche Bank will publish year-end 2025 Portfolio Climate Alignment Scores in the Sustainability Statement 2026

Residential Real Estate

Energy intensity – EU only	Scopes 1 and 2	2023	PCAF	kgCO ₂ e/m ² /y	13.7	13.0	12.5	(8)%		
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For footnotes please refer to pages 33 ff.

Environmental metrics – Climate and other environmental risks (2/3)

More details on Financed Emissions Scope 3 Category 15 can be found in chapter "Climate and other environmental risks" in the [Annual Report](#)



Loan exposure in € bn. and %				Financed emissions				PCAF Data Quality Score (5 = lowest)			
				Scope 1&2, MtCO ₂ /y		Scope 3, MtCO ₂ /y		Scope 1&2		Scope 3	
Outstanding	Total commitments	Outstanding	Total commitments	Outstanding	Total commitments	Outstanding	Total commitments	Outstanding	Total commitments		

Financed Emissions as of Dec 31, 2025

Total corporate industry loan exposure	119.7	100.0%	277.0	100.0%	26.4	54.3	132.6	334.4	4.3	3.7	4.6	4.2
thereof: Automotives	6.3	5.3%	16.8	6.1%	0.6	1.6	29.3	85.5	3.6	3.2	3.9	3.6
thereof: Oil and gas	6.0	5.0%	14.8	5.4%	6.7	10.6	19.6	49.0	3.8	3.4	4.4	4.0
thereof: Manufacturing and Engineering	8.8	7.3%	25.8	9.3%	0.8	3.2	13.2	55.8	4.4	3.8	4.6	4.1
thereof: Consumer Goods	10.9	9.1%	26.8	9.7%	1.6	3.7	12.8	25.6	4.1	3.5	4.4	3.9
thereof: Utilities	5.6	4.7%	16.0	5.8%	6.7	14.5	6.7	14.3	4.5	3.6	4.7	3.8
thereof: Steel, Metals and Mining	3.9	3.2%	7.3	2.6%	2.1	4.5	10.3	20.8	4.0	3.8	4.2	4.0
thereof: Retail	10.7	9.0%	18.7	6.7%	0.4	0.6	10.5	16.2	4.2	4.0	4.3	4.2
thereof: Chemicals	3.1	2.6%	10.0	3.6%	0.7	2.7	3.7	11.3	4.5	3.6	4.7	4.2
thereof: Conglomerate	3.7	3.1%	4.9	1.8%	0.8	1.3	6.2	9.0	4.4	4.5	4.6	4.7
thereof: Construction	4.1	3.4%	8.6	3.1%	0.9	2.2	3.3	6.9	4.5	4.3	4.8	4.6
thereof: Others ⁴⁶	56.7	47.4%	127.2	45.9%	5.1	9.5	16.9	40.1	4.5	3.8	4.7	4.4

Note: Any differences in top ten sector rankings shown in the year-end 2025 and 2024 tables are due to changes in the bank's portfolio composition of clients

Residential real estate – EU only	160.6	97.2%			2.0				3.9			
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Financed Emissions as of Dec 31, 2024

Total corporate industry loan exposure	117.7	100.0%	272.9	100.0%	30.7	59.0	134.5	346.4	4.4	3.8	4.6	4.2
thereof: Manufacturing and Engineering	9.8	8.3%	28.3	10.4%	1.0	3.2	16.5	75.0	4.4	3.8	4.5	4.1
thereof: Automotives	7.0	5.9%	17.1	6.3%	0.6	1.5	26.4	73.9	3.5	3.3	3.7	3.5
thereof: Oil and gas	5.6	4.8%	14.0	5.1%	9.9	15.9	20.2	49.9	4.3	3.7	4.3	4.1
thereof: Consumer Goods	11.4	9.7%	27.7	10.1%	1.7	4.0	13.4	26.9	4.0	3.5	4.1	3.9
thereof: Utilities	5.2	4.4%	14.2	5.2%	7.0	12.3	8.6	15.2	4.6	3.5	4.8	3.9
thereof: Steel, Metals and Mining	3.5	3.0%	8.0	2.9%	1.6	4.1	9.0	22.1	3.9	3.7	4.2	4.0
thereof: Retail	10.5	8.9%	18.8	6.9%	0.4	0.6	8.2	14.4	4.4	4.1	4.5	4.4
thereof: Chemicals	3.1	2.6%	9.8	3.6%	0.7	3.0	4.0	11.6	4.5	3.8	4.7	4.3
thereof: Conglomerate	5.6	4.8%	7.1	2.6%	1.8	2.1	7.8	10.4	4.0	4.1	4.8	4.8
thereof: Construction	4.1	3.5%	8.5	3.1%	0.9	2.1	3.6	7.3	4.6	4.4	4.8	4.7
thereof: Others ⁴⁷	52.0	44.2%	119.3	43.7%	5.4	10.0	16.9	39.8	4.6	3.9	4.8	4.4

Note: Any differences in top ten sector rankings are due to changes in the bank's portfolio composition of clients

Residential real estate – EU only	166.4	97.0%			2.2				4.1			
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For footnotes please refer to pages 33 ff.

Environmental metrics – Climate and other environmental risks (3/3)



Deal volume				Facilitated emissions				PCAF Data Quality Score (5 = lowest)			
				Scope 1&2, MtCO ₂		Scope 3, MtCO ₂		Scope 1&2		Scope 3	
2024 (€ bn)	2024 (%)	5 years average (in € bn)	5 years average (%)	2024	5 years average	2024	5 years average	2024	5 years average	2024	5 years average

Facilitated Emissions as of Dec 31, 2024

Manufacturing and Engineering	13.3	6.8%	10.6	6.8%	0.3	0.3	65.2	23.4	3.9	3.5	4.1	3.9
Automotives	18.6	9.5%	14.4	9.2%	0.3	0.3	15.3	17.0	2.9	2.7	3.4	3.4
Oil and gas	7.2	3.7%	6.6	4.2%	2.4	2.0	9.9	7.8	3.5	3.6	4.3	4.2
Conglomerates	1.0	0.5%	1.3	0.8%	0.7	0.5	4.3	2.6	2.5	3.2	5.0	4.9
Steel, Metals and Mining	2.3	1.2%	2.9	1.9%	0.2	0.5	3.6	4.9	3.6	3.5	3.8	3.7
Consumer Goods	14.4	7.4%	13.1	8.4%	0.4	0.5	3.3	2.8	3.2	3.0	3.6	3.5
Healthcare	30.1	15.4%	20.8	13.3%	0.7	0.7	2.5	1.7	3.3	3.4	4.3	4.3
Chemicals	5.4	2.8%	6.4	4.1%	0.6	0.7	2.3	2.6	4.1	3.8	4.4	4.3
Retail	8.9	4.5%	6.2	3.9%	0.1	0.1	2.8	1.9	4.6	3.9	4.6	4.3
Utilities	6.4	3.3%	6.2	4.0%	1.1	1.7	1.3	1.5	3.2	3.2	3.6	3.7
Others ⁴⁶	87.7	44.9%	67.9	43.4%	1.7	2.5	7.6	6.1	3.6	3.5	4.3	4.3
Total Deutsche Bank deals	195.3	100.0%	156.3	100.0%	8.5	9.8	118.1	72.3	3.5	3.4	4.1	4.1

FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
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Loan exposure by nature loss type, Outstanding, in € bn.

Total corporate industry loan exposure, of which	101.2	117.7	119.7	1.7%
Water depletion	17.3	18.9	12.0	(36.5)%
Terrestrial biodiversity and habitat loss	11.6	12.7	9.5	(25.0)%
Ecosystem degradation from waste and pollution	9.2	9.9	6.7	(32.1)%
Marine ecosystem degradation	6.4	6.5	3.8	(41.0)%

For footnotes please refer to pages 33 ff.

Social metrics (1/3)



	FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
Results for the representation of women⁴⁸				
Female share in Senior Corporate Titles (Managing Directors, Directors and Vice Presidents) ^{4,5}	32.3%	33.0%	34.1%	1.1pp
Female share of employees, of which ⁴⁹	46.3%	46.5%	46.4%	(0.1)pp
Managing Directors	22.3%	22.8%	23.3%	0.5pp
Directors	28.0%	28.8%	29.5%	0.7pp
Vice Presidents	34.8%	35.6%	36.3%	0.7pp
Assistant Vice Presidents and Associates	41.9%	42.3%	43.0%	0.7pp
Non-Officers	59.0%	59.6%	59.4%	(0.2)pp
Female share in Management and Supervisory Board⁴⁸				
Management Board (absolute number)	1	2	2	–
Management Board level -1	20.0%	28.9%	29.7%	0.8pp
Management Board level -2	27.6%	28.3%	28.2%	(0.1)pp
Supervisory Board	40.0%	35.0%	35.0%	–
Employee feedback culture				
Culture Pulse Index ⁵⁰	N/M	N/M	72.1%	N/M
Employee commitment index	70.0%	67.0%	68.0%	1.0pp
Employees by region⁵²				
Full time equivalent (FTE) at year-end ⁵¹ , of which	90,130	89,753	89,879	0.1%
Germany	36,195	35,160	33,386	(5.0)%
Europe (excluding Germany)	18,103	17,672	17,847	1.0%
Americas	8,232	7,991	7,977	(0.2)%
Asia-Pacific, Middle East and Africa	27,601	28,930	30,669	6.0%
Employee hiring and turnover				
New employee hires ⁵²	12,883	8,168	8,708	6.6 %
Hired global graduates ⁴⁸	1,177	1,160	1,025	(11.6)%
Employee turnover ⁵²	(7,612)	(8,444)	(8,480)	0.4 %
New employee hires by Corporate Title^{49,52}				
Managing Directors, Directors and Vice Presidents	–	13.1%	15.0%	1.9pp
Assistant Vice Presidents and Associates	–	38.9%	43.3%	4.4pp
Non-Officers	–	47.9%	41.7%	(6.2)pp
Total employee turnover rate ⁵²	8.7%	9.4%	9.4%	0.0pp
Voluntary employee turnover rate ⁵²	5.6%	5.9%	6.2%	0.3pp
Share of apprentices and dual students in % of permanent employees, Germany only ^{48,53}	3.6%	3.2%	3.1%	(0.1)pp

For footnotes please refer to pages 33 ff.

Social metrics (2/3)



	FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
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Regional presence and nationalities represented within the bank

Number of countries with a Deutsche Bank presence	57	56	55	(1.8)%
Number of nationalities represented within the bank	153	160	160	–

Employee headcount by country

Total employees	96,621	100.0%	95,898	100.0%	95,980	100.0%	82	0.1%
Germany	41,624	43.1%	40,308	42.0%	38,191	39.8%	(2,117)	(5.3)%
India	21,133	21.9%	22,578	23.5%	24,563	25.6%	1,985	8.8%
Great Britain	7,986	8.3%	7,766	8.1%	7,750	8.1%	(16)	(0.2)%
United States of America	8,047	8.3%	7,743	8.1%	7,716	8.0%	(27)	(0.3)%
Italy	3,176	3.3%	2,970	3.1%	2,905	3.0%	(65)	(2.2)%
Spain	2,427	2.5%	2,357	2.5%	2,382	2.5%	25	1.1%
Romania	1,666	1.7%	1,799	1.9%	2,076	2.2%	277	15.4%
Singapore	1,887	2.0%	1,813	1.9%	1,799	1.9%	(14)	(0.8)%
Philippines	1,386	1.4%	1,369	1.4%	1,420	1.5%	51	3.7%
Hong Kong	860	0.9%	802	0.8%	782	0.8%	(20)	(2.5)%
Other	6,429	6.7%	6,393	6.7%	6,396	6.7%	3	0.0%

Social metrics (3/3)



	FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
Sickness absence rate⁵⁴, in %				
Sickness absence rate, Germany only	7.4%	7.6%	7.5%	(0.1)pp
Mental health, in headcount				
Mental Health First Aiders	583	737	807	9.5%
Gender pay gap, in %				
Unadjusted mean global gender pay gap	–	38.8%	38.0%	(2.1)%
Unadjusted median global gender pay gap	–	–	20.6%	N/A
Remuneration ratio				
Annual median total remuneration ratio	–	237	246	3.6%
Annual mean total remuneration ratio	–	–	166	N/A
Part-time employees, in FTE				
Part-time employees	8,261	7,911	7,743	(2.1)%
Female	7,149	6,850	6,562	(4.2)%
Male	1,113	1,061	1,181	11.3%
Training hours by gender (in k.)				
Training hours	–	1,764	2,121	20.3%
Female	–	803	961	19.8%
Male	–	961	1,159	20.6%
Average annual training days				
Average annual training days per employee	–	2.3	2.8	21.7%
Client Centricity				
Client Satisfaction				
Net Promoter Score Deutsche Bank brand (Private Bank Germany only)	63	67	62	(7.5)%
Net Promoter Score (Asset Management only)	50	53	63	18.9%

For footnotes please refer to pages 33 ff.

Governance metrics



	FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
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Anti-financial crime and Data protection

Training programs related to anti-bribery and anti-corruption ⁵⁵	99.96%	99.88%	96.51%	(3.37)pp
Training programs related to anti-money laundering and counter terrorist financing ⁵⁵	99.97%	99.82%	99.44%	(0.38)pp
Training programs related to the prevention of facilitation of tax evasion ⁵⁵	–	99.98%	99.71%	(0.27)pp
Training programs related to sanctions and embargoes ⁵⁵	99.96%	99.52%	99.18%	(0.34)pp
eLearning completion rate of mandatory data protection training ⁵⁵	99.96%	99.29%	99.05%	(0.24)pp
Number of convictions for violation of anti-corruption and anti-bribery laws ⁵⁶	–	0	0	N/M
Amount of fines for violation of anti-corruption and anti-bribery laws (in €) ⁵⁷	–	0	0	N/M

Culture, Integrity and Conduct

Number of culture, integrity and conduct initiatives across divisions and infrastructure functions	84	74	47	(36.5)%
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Whistleblowing

Cases referred to investigation, regional split, in %

in Germany	34%	35%	34%	(1.2)pp
in APAC	26%	22%	26%	4.0pp
in United Kingdom & Ireland (UKI)	18%	17%	15%	(1.6)pp
in Americas	10%	13%	13%	(0.3)pp
in Europe (excluding Germany and Ireland)	11%	11%	10%	(0.5)pp
in Middle East & Africa	2%	2%	1%	(0.7)pp

Cases closed

Share of cases closed where allegations have been partially or fully substantiated during investigation	38%	52%	51%	(1.0)pp
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For footnotes please refer to pages 33 ff.



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Further sustainability topics

Further environmental metrics



	FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
Greenhouse gas (GHG) emissions from own operations and business travel in t of CO₂e (unless stated otherwise)				
Total Scope 1&2 (market-based, excluding carbon credits) GHG emissions per sqm	N/A	0.01	0.01	8%
Total Scope 1&2 (market-based, excluding carbon credits) GHG emissions per FTE	N/A	0.47	0.38	(19)%
Water consumption in m³(unless stated otherwise)				
Total water consumed (potable) ⁵⁸	765,028	1,251,860	657,443	(47)%
Normalized water consumption in cbm per FTE ⁵⁹	9	13.9	7.3	(47)%
Space-normalized water consumption in cbm per sqm ⁶⁰	0.31	0.4	0.3	(30)%
Waste in t (unless stated otherwise)				
Waste produced ⁶¹	6,754	6,807	8,328	22%
Waste recycled	3,692	3,248	4,230	30%
Waste recycled in %	55%	48%	51%	6pp
Waste composted	154	24	14	(43)%
Diversion rate in %	57%	48%	51%	6pp
Waste with energy recovery	1,417	1,195	2,440	104%
Waste incinerated (without energy recovery)	403	201	178	(12)%
Waste landfilled	761	1,807	1,106	(39)%
Other disposal methods	151	142	95	(33)%
Other recovery methods	133	73	–	(100)%
Anaerobic digestion	43	117	266	127%
Prepared for reuse	–	–	–	N/A
Waste diverted from disposal	4,023	3,462	4,510	30%
Waste directed to disposal	2,731	2,150	1,378	(36)%
Hazardous waste	61	22	29	33%
Nonhazardous waste	6,693	6,785	8,299	22%
Paper consumption in t (unless stated otherwise)				
Copy/print paper consumed ⁶²	673	316	432	37%
Recycled paper	57	65	88	35%
Recycled content in %	8%	21%	20%	(1)pp
Normalized paper consumption in t per FTE ⁶³	0.007	0.004	0.005	37%

For footnotes please refer to pages 33 ff.

Further social metrics – Corporate social responsibility



	FY 2023	FY 2024	FY 2025	FY 2025 vs. FY 2024
Corporate social responsibility (CSR) metrics				
Total investments spent in CSR initiatives and art & culture projects, in € ⁶⁴	52,557,780	53,441,494	51,907,799	(2.9)%
People reached with initiatives	3,856,931	4,202,027	4,612,290	9.8%
CSR programs: Education (Enterprise), Environment, Social projects	1,708,047	1,552,205	2,317,447	49.3%
Art & Culture	2,148,884	2,679,822	2,294,843	(14.4)%
Beneficiaries of education projects	590,913	538,350	847,706	57.5%
Beneficiaries of environment projects	423,223	475,044	787,684	65.8%
Beneficiaries of enterprise projects ⁶⁵	305,661	27,299	–	(100.0)%
Beneficiaries of social projects	388,250	481,512	682,057	41.6%
Employees participating in the bank's volunteer programs	23,412	21,718	26,047	19.9%
in % of total staff	27.0%	24.0%	29.0%	5.0pp
Hours invested by corporate volunteers	212,508	215,823	327,178	51.6%

For footnotes please refer to pages 33 ff.

Further governance metrics – Compensation

More details and the Independent auditor’s report on remuneration can be found in the Compensation Report of the [Annual Report](#).



Management Board (MB) compensation – Compensation metrics⁶⁶

MB Compensation – Short-Term-Incentive Plan (2025)	40%	
	LTI 2024-2026	LTI 2025-2027
MB Compensation – Long-Term-Incentive Plan components	60%	60%
Group Financials and Relative Total Shareholder Return (RTSR), of which ⁶⁷	40%	40%
Return on Tangible Equity	15%	15%
Tangible Book Value per share	10%	10%
RTSR, ranking of Deutsche Bank versus peer group	15%	15%
ESG, of which	20%	20%
Environmental: Driving climate risk management	8%	8%
Social: Gender Diversity	4%	4%
Governance	8%	8%
Maximum ratio fixed to variable compensation ⁶⁸	1:2	
Maximum compensation limit for each MB member in € m. ⁶⁹	12	

For footnotes please refer to pages 33 ff.

Further governance metrics – Audit fees



Principal accountant fees and services in € m.

	FY 2023	FY 2024	FY 2025	FY2025 vs. FY 2024
Total fees	78	80	80	–
Audit fees	66	69	70	1%
Audit-related fees	12	10	10	–
Tax-related fees	–	–	–	–
All other fees	–	1	–	(100)%



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Appendix

Impact, risk and opportunity statements – Sustainable finance



Topic: Climate change							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Climate change adaptation	Downstream	Medium-term (CB, IB, AM)	Positive impact	Offer products and services to Tier 1 clients to support their efforts to adapt to physical and/or transitional effects of climate change	Sustainable finance framework ESG investments framework	Client engagement Sustainable finance classification process Training and awareness	Sustainable finance and ESG investment volumes and progress made (excl. DWS) Transactions assessed under the Sustainable Finance Framework AM: SFDR and ESMA Assets under Management AM: Proxy voting and Engagements
		Long-term (CB, IB)		Engage with Tier 1 clients exposed to severe physical and/or transitional climate risks			
Climate change mitigation		Short-term (CB, IB FIC) Medium-term (AM, CB, PB)		Offer products and services to Tier 1 clients to support their efforts to decarbonize business models and reduce their carbon footprint to support clients in decarbonizing their investment portfolios Actively engage with Tier 1 clients to support their efforts to reduce their carbon footprint			
		Energy	Medium-term (CB, PB)	Offer products and services to Tier 1 clients to reduce their energy consumption and/or enhance energy efficiency and use of renewable energies			
Climate change adaptation		Medium-term (CB) Medium-term (CB, IB FIC, PB), Long-term (AM)	Opportunity	Increase brand reputation and competitive advantage via thought leadership re/climate change adaptation Increase revenues by responding to clients' demand for financial products and services to support their efforts to adapt to physical and/or transitional climate change effects			
Climate change mitigation		Short-term (CB, IB FIC) Medium-term (PB) Long-term (AM)		Increase revenues by responding to clients' demand for financial products and services to limit carbon emissions			
Energy	Short-term (CB, IB FIC) Medium-term (PB)	Increase revenues by responding to clients' demand for financial products and services to promote their switch to renewable energy and enhance their energy efficiency					

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Climate change



Topic: Climate change							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Climate change mitigation	Own operations and supply chain	Medium-term	Opportunity	Opportunity to support Deutsche Bank's climate transition, reduce costs, and strengthen the bank's brand reputation by lowering operational greenhouse gas (GHG) emissions	Group Transition Plan Global Real Estate Engineering Standards	Implementation of energy efficiency measures across the real estate portfolio Procurement of renewable electricity through market-based instruments Engagement with suppliers to support their decarbonization initiatives	GHG emissions and their associated reduction targets (Scope 1, 2, 3 – Categories 1-14) Energy consumption in GWh

Topic: Climate change							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Climate change mitigation	Downstream	Short-term (CB) Long-term (AM)	Negative impact	Financing and investing in high GHG-emitting sectors without credible transition plans	Positions and minimum standards of ES due diligence Reputational risk framework Sectoral policies Equator principles	ES due diligence process Reputational risk assessment Transaction assessments	Number of matters/transactions/clients assessed
		Medium-term	Risk	Risk of financial loss due to clients/investees failing to transition their business model and strategies as well as the bank failing to respond to clients' demand for climate related products and services	Climate and environmental risk framework	Processes in line with the frameworks for credit, market, liquidity, operational risk as well as risk appetite Trainings	Net zero targets for carbon-intense sectors GHG emissions (Scope 3, Cat. 15) AM: WACI for AuM (Target and actuals)
Energy		Long-term		Risk of financial loss due to clients/investees failing to adopt their business models and strategies with regards to energy from fossil fuels			

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Own workforce (1/2)



Topic: Own workforce							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Working conditions	Own operations	Medium-term	Positive impact	Positively impacting employees' commitment/satisfaction/motivation and well-being by <ul style="list-style-type: none"> – Ensuring right capacity and composition of the bank's workforce across employees and non-employees – Providing family leave and childcare benefits – Considering adequate working time and offering flexible working time arrangements – Respecting and upholding high standards regarding freedom of association, collective bargaining and social dialogue 	Code of Conduct Leadership Kompass Hiring, Onboarding and Offboarding Policy and Guidance for Hiring All Managers Curriculum Raising Concerns (including Whistleblowing) Policy and Speak-up and Whistleblowing Framework Performance, Consequences and Reward Policy and Approach to Performance, Consequences and Reward (Framework) Guidance on the Assessment of the Suitability of Board Members, Branch Managers and Key Function Holders Environment, Health and Safety Policy Deutsche Bank Statement on Human Rights Employee Handbooks	Workforce analysis and planning Culture Pulse Survey/People Survey/New Joiner Survey Engagement with workers' representatives Concluding and updating collective bargaining agreements and (group) works agreements Support networks, incl. Employee Assistance Program Benefits, flexible and mobile working arrangements Well-being champions, Well-being Hub Internal channels, controls and processes Recruitment programs Graduate and internship programs as well as vocational training and dual study programs Social Plans Agreements	Culture Pulse Index and associated goal Participation rate People Survey, Enablement and Commitment score Number of employees by gender, country, contract type Number of non-employees by type of work New employee hires and employee turnover by region, age, corporate title and gender, voluntary turnover Annual total remuneration ratio Collective bargaining and social dialogue coverage ratio Average time to fill vacant positions Internal fill rates and savings from redeployment Hired global graduates and vocational trainees Human Capital Return on Investment Family-related leave entitlement and usage, incl. breakdown by gender Number of complaints on working conditions and discrimination and harassment Number of Mental First Aiders
		Medium-term	Opportunity	Increased employee productivity, and retention as well as increased employer attractiveness and reputation as associated with the positive impacts by <ul style="list-style-type: none"> – Right capacity and composition of workforce – Family leave and childcare benefits – Collective bargaining 	Contingent Worker Resource Policy		

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Own workforce (2/2)



Topic: Own workforce

Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Equal treatment and opportunities for all	Own operations	Short-term	Positive impact	Positively impacting employability, employee motivation and effective leadership by providing Multi-mode training Skills development Regular performance feedback	Code of Conduct Hiring, Onboarding and Offboarding Policy and Guidance for Hiring Leadership Kompass All Managers Curriculum	Learning offers, training, leadership and talent programs, incl. networking Performance reviews Networking and returner programs Development programs, incl. Acceleration programs Training programs Career platform	Training expenses and training hours, incl. breakdown by gender Participation in Acceleration Programs, incl. breakdown by gender Unadjusted gender pay gap
		Medium-term	Opportunity	Increased employee effectiveness, employer attractiveness and reputation by identifying and removing structural barriers, especially for underrepresented groups	Raising Concerns (including Whistleblowing) Policy and Speak-up and Whistleblowing Framework		Completion rate performance reviews, incl. breakdown by gender
		Short-term	Negative impact	Negatively impacting employee commitment, well-being and sense of belonging by not providing fair remuneration	Performance, Consequences and Reward Policy and Approach to Performance, Consequences and Reward (Framework)	35 by 25' program for increasing gender representation in more senior roles	Gender diversity and associated goals Age diversity, employees with disabilities incl. breakdown by gender
		Short-term	Risk	Risk of decreasing employee effectiveness and retention as well as employer attractiveness and reputation by not providing an inclusive working environment. Risk of legal action and regulatory consequences in certain countries regarding the bank's diversity agenda	Guidance on the Assessment of the Suitability of Board Members, Branch Managers and Key Function Holders Deutsche Bank Statement on Human Rights Employee Handbooks	Employee networks Accessibility measures Culture Pulse Survey/People Survey/New Joiner Survey/Exit Survey Complaints and grievances processes and channels Human Rights Forum to oversee management of related matters	Black heritage representation goal in UK Number of incidents and complaints of discriminations and complaints on working conditions as well as resulting fines, penalties and compensation for damages

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Client centricity



Topic: Client centricity							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Product responsibility	Downstream	Short-term	Risk	Risk of legal action, regulatory scrutiny and reputational damage as a consequence of Deutsche Bank not ensuring that products and services are suitable or appropriate for the client or that a product that Deutsche Bank manufactures or distributes is appropriate for the target market	Suitability and Appropriateness (Client and Product) Policy	New product approval and systematic product review processes Regular divisional risk and control assessments Mandatory employee trainings	Internal dashboards and reports with various suitability metrics Potential provisions in the Financial Statements associated with incidents of non-compliance
			Negative impact	Negative impact on direct clients, including consumers and end- users, as a consequence of the bank not ensuring that products and services are suitable or appropriate for the client or that a product that the bank manufactures or distributes is appropriate for the target market			
Client satisfaction	Downstream	Short-term	Positive impact	Deutsche Bank serves all its clients by providing specific financial services depending on clients' needs e.g., retail lending, wealth management, tailored capital market products, financing and investment solutions, and advisory services. Deutsche Bank considers it important to meet changing customer needs and expectations	Deutsche Bank's Purpose Statement	Deutsche Bank's Client Centricity program Monitoring of client satisfaction via surveys, use of internal client data and external market share data	Incremental deals won in Corporate Bank Market share for Investment Bank Net promoter score for Private Bank and Asset Management
		Long-term	Opportunity	Opportunity of increased revenues and enhanced brand reputation due to well-established feedback mechanisms and continuous improvement efforts. Thus, contributing to clients' trust and loyalty			
Client complaint management	Downstream	Short-term, Medium-term, Long-term	Opportunity	Opportunity for increased revenues and enhanced brand reputation due to taking clients' complaints seriously and seeking solutions in the mutual interest of the bank and its clients	Client Complaints Policy incl. country specific annexes Client Complaints Procedure	Establishing dedicated client complaint management functions and nominating complaint owners Processes and controls to capture, investigate, report, review and resolve complaints in a structured manner	Year-on-year development of complaints (in %)
		Long-term	Positive impact	Positive impact on clients by implementing effective client complaint management procedures, enabling timely resolution of issues and continuous improvement of products and services	Divisional Complaints Handling Key Operating Procedure, also covering any country-specific requirements		

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Culture, integrity and conduct



Topic: Culture, integrity and conduct							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Corporate culture	Own operations	Medium-term	Positive impact	An aspirational corporate culture, which emphasizes integrity, responsible and sustainable behavior, fosters collaboration and encourages employees to speak up and to raise a concern via dedicated channels, positively impacts employees' commitment, well-being, and sense of belonging	Code of Conduct Speak-up and Whistle-blowing framework	Culture, Integrity and Conduct program Trainings People Survey	Training numbers Number of completed Culture Plan initiatives
			Opportunity	An aspirational corporate culture presents an opportunity for increased employee retention/productivity and employer attractiveness, brand perception by stakeholders as well as business benefits			
Protection of whistleblowers	Own operations	Medium-term	Positive impact	A zero-tolerance policy against retaliation is a key element of any Speak-up framework providing reassurance to employees to raise concern and issues proactively thus enabling swift remediation resulting in overall positive impact for clients, employees and other wider stakeholder groups	Code of Conduct Speak-up and Whistle-blowing framework Raising Concerns (incl. Whistle-blowing) Policy Handling of Internal Investigation Key Operating Document	Internal/external reporting channels	Training numbers Regional share of whistle-blowing cases Substantiationrate
			Negative impact	A culture of retaliation against whistleblowers prevents reports on misconduct and thus identification, investigation and remediation of issues negatively impacting stakeholders in general and specifically the career and wellbeing of the individuals being subject to retaliation			
		Short-term	Risk	Inappropriate investigation of whistleblower reports, breach of confidentiality and/or retaliation against whistleblowers carries the risk of legal action, regulatory scrutiny and/or reputational damage			

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Anti-financial crime



Topic: Anti-financial crime							
Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Bribery and corruption	Own Operation, Downstream	Short-term	Negative impact	Working with clients whose anti-bribery practices don't meet the bank's standards may result in societal costs, e.g., loss of public tax revenue, or harm societal integrity	Code of Conduct Financial crime risk management framework Anti-bribery & corruption policy	Appropriate staffing and processes Engagement in partnerships Trainings	AFC headcount Number of convictions and fines Training numbers Potential provisions in the Financial Statements
			Risk	Financial losses, litigation and reputational damage resulting from either the bank's functions or the bank's client being involved in bribery or corruption			
Money laundering, sanctions and embargoes, fraud, terrorist financing	Own Operation, Downstream	Short-term	Negative impact	Financial crime can undermine societal integrity and lead to societal costs	Code of Conduct Financial crime risk management framework Anti-Money Laundering and KYC Policy Anti-Fraud Policy Sanctions Policy	Screening transactions Engagement in external partnerships Trainings	
			Risk	Non-compliance with anti-financial crime laws can lead to legal action, revenue loss, reputational harm, and diminished trust			
Facilitation of tax evasion	Own Operation, Downstream	Short-term	Negative impact	Clients may exploit tax arrangements, shift profits across jurisdictions, and reduce public revenue—contributing to societal inequality	Code of Conduct Financial crime risk management framework Prevention of the Facilitation of Tax evasion	Engagement in external partnerships Trainings	
			Risk	Legal action, reputational harm, and loss of trust due to associations with clients involved in tax law violations or the bank's alleged complicity in tax evasion			

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Competitive behavior



Topic: Competitive behavior						
Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Own operations	Short-term	Risk	Risk of financial loss, legal action and or reputational damage as a consequence of non-compliance with antitrust laws or failure to take the necessary precautions such as employee training, effective controls, to address anti-trust risks	Code of Conduct Antitrust Risk Management Framework Policy	Appropriate staffing and processes Speak-Up program Training	Completion rate of competitive behavior training Potential provisions in the Financial Statements (by reference only)

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Supply chain management



Topic	Sub-topic	Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Anti-financial crime	Corruption and bribery	Upstream	Short-term	Risk	Risk of legal action, loss of trust and/or reputational damage as a consequence of being associated with Tier 1 suppliers who are scrutinized for using corruption and bribery to gain a competitive advantage	Supplier Code of Conduct Anti-Bribery & Corruption (ABC) Policy	Adverse media & sanctions screening Onboarding checks & escalation of identified risks Integrity & conduct expectations defined through TPRM policy & Supplier Code of Conduct	Metrics and targets for these topics are reported by the Anti-Financial Crime, Data Protection and Information Security functions in their respective chapters in this Sustainability Statement
Data protection	Data protection		Short-term	Risk	Risk of potential unauthorized collection, processing or usage of customer or employee personal data by direct suppliers and inadequate handling of personal data breaches not in line with contractual/regulatory requirements that may result in business disruption, legal action, loss of trust and/or reputational damage	Data Protection Policy Management and Governance of Information Security	Risk-based assessments & contractual data protection clauses enforced by TPRM process Ongoing monitoring & escalation of potential personal data breaches to Group Data Privacy Suppliers must process personal data only as required by applicable data protection laws and Bank's instructions, and promptly report any potential breach	
Information security	Information security		Short-term	Negative impact	Potential negative impact on stakeholders through direct suppliers by unauthorized collection, processing or usage of customer or employee personal data and inadequate handling of personal data breaches not in line with contractual/regulatory requirements, resulting in identity theft, financial loss, damage of credit scores or emotional distress	Third-Party Risk Management Framework	Risk-based assessments and contractual agreements Ongoing monitoring and incident notification & escalation	

For footnotes please refer to pages 33 ff.

Impact, risk and opportunity management – Data protection and Information security



Topic: Data protection						
Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Own operations	Short-term	Negative impact	Potential negative impact on clients, employees and other stakeholders through DB's own operations by unauthorized collection, processing or usage of customer or employee personal data and inadequate handling of personal data breaches not in line with contractual/regulatory requirements regarding data protection and privacy that may result in identity theft, financial loss, damage of credit scores or emotional distress	Code of Conduct Data Protection and Privacy Principles Framework Document Data Protection and Privacy Policy Operational Risk Management Framework	Defining data protection principles, setting and continuously enhancing policy requirements and the related controls framework Group Data Privacy assessment of: - activities that may introduce processing of personal data for new or changed purposes - potential personal data breaches Employee training and internal awareness events	Monitoring and reporting on relevant data protection and privacy metrics, including: Completion rate of mandatory data protection training Number of personal data breaches of material impact to individuals
		Risk	Risk of potential unauthorized collection, processing or usage of customer or employee personal data by DB and inadequate handling of personal data breaches not in line with contractual/regulatory requirements regarding data protection and privacy which may result in legal action, increased operational costs, loss of trust and/or reputational damage	Information Security Policy		
Topic: Information security						
Value chain	Time horizon	IRO type	IRO description	Policies	Actions	Metrics & targets
Own operations Upstream	Short-term	Risk	Inherent risk of the compromise of confidentiality, integrity, or availability of information assets, including those at suppliers in DB's upstream value chain, that may result in financial losses, regulatory fines, loss of stakeholder trust or reputational damage	Management and Governance of Information Security Third-Party Risk Management Framework Operational Risk Management Framework Data Protection and Privacy Principles Code of Conduct	Continually adjusting security capabilities to developments, threats and challenges caused by operating in a constantly evolving threat landscape Appropriate staffing, tooling, and processes Engagement with external partners for information sharing	Maintaining a comprehensive metrics and reporting framework on information security

For footnotes please refer to pages 33 ff.



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 provide 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 2025, 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, undertakings and entities not subject to CSRD, derivatives, on demand interbank loans, cash and cash-related assets, other categories of assets 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.

Sickness absence rate: (total sickness days x 100)/total regular working days, Germany

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). Additionally, Deutsche Bank calculates its Annual total remuneration ratio based on the average annual total remuneration for all employees (excluding the highest paid individual). 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: 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. The median unadjusted gender pay gap, defined as the difference in median hourly pay levels between female and male employees, expressed as percentage of the median hourly pay level of male employees).



Footnotes

- N/A Not applicable
- N/M Not meaningful
- 1 Excluding Asset Management (DWS)
 - 2 Deutsche Bank will publish year-end 2025 Portfolio Climate Alignment Scores in next year's Sustainability Statement
 - 3 Mission Possible Partnership Prudent Scenario
 - 4 Goal reflects December 2025 including the following year's promotions
 - 5 Business divisions and infrastructure functions (excluding Asset Management)
 - 6 Sustainable finance volumes on quarterly and annual basis are available in the Financial Data Supplement on <https://investor-relations.db.com/>
 - 7 Stock value at period end
 - 8 For details on the presentation of Assets under Management, please refer to the Annual Report
 - 9 The FY 2025 number reflects the Omnibus simplifications to the calculation methodology, including a refinement of the denominator (please find details in the Annual Report). The calculation methodology for year-end 2024 follows Commission Delegated Regulation (EU) 2021/2178; comparative table and figures were not restated
 - 10 Prior-year figures are always adjusted to a January to December reporting basis. This is because the estimates applied at the close of the 2024 fiscal year have been replaced with actual data as it became available after publication, including updated power grid factors and methodology improvements
 - 11 Figures for 2025 include actual numbers for the period from 1 January to 30 September 2025 and best estimate numbers for the period from 1 October to 31 December 2025, which are based on prior year's fourth quarter
 - 12 Energy consumption is disclosed in MWh and reported on total energy consumed within the reporting period
 - 13 Fossil sources include energy derived from non-renewable fuels such as natural gas, oil products (diesel, petrol, fuel oil, LPG and coal), including purchased electricity and district energy generated from fossil fuels (location-based)
 - 14 Nuclear sources relate solely to nuclear-powered electricity generation. This metric is approximated based on country-level electricity mix data from external sources
 - 15 Renewable sources include energy derived from solar, wind, hydropower, geothermal, biomass, biogas and renewable hydrogen, including contracted renewable electricity (e.g., renewable energy attribute certificates (RECs) where applicable)
 - 16 The Group did not consume fuel consumption from renewable sources nor generate any self-generated non-fuel renewable energy during the reporting period
 - 17 The renewable consumption reported relates solely to purchased renewable electricity; no renewable heat, steam or cooling was acquired during the reporting period. Renewable electricity coverage was not possible in Russia and Colombia due to the absence of eligible market-based instruments. The resulting exposure represented 0.1% of total electricity consumption
 - 18 Total energy consumption represents the aggregate of fossil, nuclear and renewable energy consumed during the reporting period
 - 19 No quantitative information on GHG removals is presented, as the Group does not perform GHG removal activities within its own operations or supply chain. Accordingly, the disclosures set out in ESRS E1-7, including information on removal technologies, storage methods, permanence, leakage and reversal risks, are not applicable
 - 20 Prior-year figures for Scope 1, Scope 2 and Scope 3 categories 1-14 are always adjusted to a January to December reporting basis. This is because the estimates applied at the close of the 2024 fiscal year have been replaced with actual data as it became available after publication, including updated power grid factors and methodology improvements
 - 21 Scope 1, Scope 2 and Scope 3 categories 1-14 include actual numbers for the period from 1 January to 30 September 2025 and best estimate numbers for the period from 1 October to 31 December 2025, which are based on prior year's fourth quarter
 - 22 The Group's greenhouse gas emissions for Scope 1, Scope 2 and Scope 3 have been calculated and reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. The financial consolidation perimeter of Deutsche Bank is identical to that of the operational control one
 - 23 Scope 1 GHG emissions include direct greenhouse gas emissions from sources owned or controlled by the Group, including stationary combustion, mobile combustion, and fugitive emissions. Emissions are calculated using U.K. government conversion factors
 - 24 The Group does not generate Scope 1 emissions subject to regulated emissions trading schemes; therefore, no Scope 1 emissions are reported under any regulated Emissions Trading Scheme (ETS) (0%)
 - 25 Scope 2 emissions are reported using both location-based and market-based approaches. The location-based method reflects the average emission intensity of the electricity grids where energy consumption occurs. The market-based method reflects emissions from electricity procured through contractual instruments. Emission factors and residual mix data are sourced from the U.K. Department for Energy Security and Net Zero (DESNZ), the GHG Protocol, U.S. Emissions and Generation Resource Integrated Database (eGRID), the International Energy Agency (IEA), and Environment Canada. The factors include all greenhouse gases and the gases' Global Warming Potential pursuant to IPCC AR6 assessments
 - 26 Scope 3 categories 1, 2 and 4 are calculated using a hybrid methodology, combining primary supplier-specific emissions data with secondary spend-based estimates derived from supplier spend. Year-on-year variations reflect change in the proportion and availability of primary versus secondary data used in each reporting year



Footnotes

- 27 Emissions from waste generated in operations is calculated using U.K. Government conversion factors for waste disposal. The reduction in waste-related emissions is primarily driven by a lower volume of waste sent to landfill during the reporting period compared to the prior period
- 28 The overall decrease in business travel emissions reflected updated load factor assumptions within DESNZ emission factors applied to 2025 air travel-related activity
- 29 Employee commuting emissions increased during the reporting period, driven by higher reported activity across both commuting and homeworking
- 30 Upstream leased assets emissions relate entirely to energy usage from the Group's regional data centers globally. Country-specific IEA emission factors are applied (including direct and upstream emissions) to convert energy usage into greenhouse gas emissions
- 31 Ad-hoc branch visits are not included. All reported transport emissions are a well-to-wheel approach
- 32 Scope 3 Category 10 (Processing of sold products) is not applicable, as the Group does not sell physical products that undergo further processing
- 33 Categories 11 and 12 emissions are calculated using total number of customers as the primary activity metric. Customer data from Germany is used as a representative basis to derive global estimates
- 34 No emissions are reported under Scope 3 Category 14, as this category was assessed as not relevant
- 35 Group financed emissions comprise the bank's corporate lending book and residential real estate (total committed exposure across Scope 1, 2 and 3) and Asset Management division activities, including sovereign bond exposure. In 2025 compared to 2024, Group financed emissions also include Scope 3 financed emissions from Asset Management. The application of the improved methodology for Scope 3 emissions reporting for portfolio holdings in 2025, resulted in 197 MtCO₂e of emissions reported in 2025 and therefore the FY 2025 vs FY 2024 is not meaningful. Further details on the bank's financed emissions can be found in the "Financed emissions: Scope 3 Category 15" sub-chapter and in the "Metrics and Targets" sub-chapter for Client portfolios in Asset Management as part of the "Climate Change" chapter
- 36 Total greenhouse gas emissions comprise 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 applied to Scope 1, Scope 2, and Scope 3 categories 1-14 are aligned with ISO 14064 standards
- 37 The Group's greenhouse gas emissions for Scope 1, Scope 2 and Scope 3 have been calculated and reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard
- 38 Scope 1, Scope 2 and Scope 3 categories 1-14 include actual numbers for the period from 1 January to 30 September 2025 and best estimate numbers for the period from 1 October to 31 December 2025, which are based on prior year's fourth quarter
- 39 In 2025 compared to 2024, Group financed emissions also include Scope 3 financed emissions from Asset Management. The application of the improved methodology for Scope 3 emissions reporting for portfolio holdings in 2025, resulted in 197 MtCO₂e of emissions reported in 2025
- 40 This information is disclosed in both Deutsche Bank's 2025 Annual Report and Financial Data Supplements release for Quarterly results. All net revenue metrics use annual net revenues for the financial year (January-December)
- 41 The expected reductions are defined as the percentage difference between the 2030 targets versus the baseline metrics. In the case of climate alignment scores, however, reductions are expressed as percentage points (pp) differences. Deutsche Bank uses the Striving scenario for target setting for the shipping sector
- 42 Details can be found in chapter "Sustainability Statement – Climate change – Climate and other environmental risks" of the Annual Report
- 43 The baseline year metric and 2030 interim net zero target for both the Power Generation and Cement sectors have been recalibrated due to methodological enhancements introduced this year
- 44 Baseline year for Shipping represents when Deutsche Bank reported its Portfolio Climate Alignment Scores for the first time which was 2022 for the Revised International Maritime Organization Strategy
- 45 Prior year's comparatives aligned to presentation in the current year
- 46 As of year-end 2025, Others' financed emissions were driven by the following sectors ranked in descending order by summed Scope 1, 2 and 3 financed emissions: Transportation, Technology, Aerospace and Defense, Healthcare & Pharmaceuticals, Other Corporates, Services, Leisure, Media, Telecoms, Leasing and Rental, and General Trading Companies (Japan)
- 47 As of year-end 2024, Others facilitated emissions were driven by the following sectors: Construction, Aerospace and Defense, Transportation, Services, Leisure, Technology, Telecoms, Media, Other Corporates, and Leasing and Rental
- 48 In headcount
- 49 Corporate Titles for Postbank (including subsidiaries) are technically derived
- 50 Reflects goal for updated survey questions set for 2025, excluding Russian Federation
- 51 Prior year's comparatives aligned to presentation in the current year, in 2025 'Middle East and Africa' has been assigned to 'Asia Pacific'; numbers may not add up due to rounding
- 52 Based on FTE data
- 53 Data available for region Germany only
- 54 Included in the chapter 'Employees' in the combined Management Report of the Annual Report; Germany only
- 55 Based on headcount data
- 56 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
- 57 Amount of fines levied against Deutsche Bank in 2025 for violations of anti-corruption and anti-bribery laws



Footnotes

- 58 Actual water consumption data is based on meter readings and invoices. Water figures are extrapolated for each building based on occupied area and refer to potable (municipal) water only
- 59 The FTE metrics for the current reporting year use an annual average from the period October 1, to September 30 and the previous year FTE metrics are always adjusted to January to December
- 60 The floor area metrics for the current reporting year use an annual average derived from data for the period October 1 to September 30 and the previous year floor area metrics is always adjusted to January to December
- 61 Waste data, including the disposal method and hazardous/non-hazardous split, has been determined by information provided by waste contractors. Waste data is extrapolated based on FTEs. Waste data does not include project waste, such as from refurbishments
- 62 Copy/print paper consumed data is extrapolated based on consumption per FTE from 58 countries covering
- 63 The FTE metrics for the current reporting year use an annual average derived from data for the period October 1 to September 30 and the previous year floor area metrics is always adjusted to January to December
- 64 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
- 65 From 2025 onwards 'Beneficiaries of enterprise projects' are reported as part of 'Beneficiaries of education projects'
- 66 The compensation system for the Management Board as outlined in the Management Board Compensation Report in the Annual Report consists of fixed and variable compensation components. The fixed compensation consists of base salary, fringe benefits and contributions to the company pension schemes or pension allowances. The variable compensation is divided into 40% Short-Term Incentives (STI) and 60% Long-Term Incentives (LTI). In the STI, three to five objectives for measuring individual and divisional performance over a period of one year are set at the beginning of the period and disclosed retrospectively. For LTI, four objectives, which are identical for all Management Board members, are set and disclosed ex ante. The STI is determined after one year, while the LTI is determined after an assessment period of three years
- 67 The components 'RoTE' and 'Tangible Book Value per share' and 'RTSR' count as one LTI objective each
- 68 Due to the requirements of Section 25a (5) of the German Banking Act and in accordance with the decision of the General Meeting in May 2014, the ratio of fixed to variable compensation is generally limited to 1:2 (cap rule)
- 69 In accordance with Section 87a (1) sentence 2 No. 1 of the Stock Corporation Act, the Supervisory Board sets a maximum limit (maximum compensation) amounting to € 12 million uniformly for all Management Board members
- 70 Rating frequency is every three years and C+ rating is best in class for banks
- 71 Predominantly corresponding to the sector Oil and Gas in the "Total corporate industry loan exposure" on page 10
- 72 Predominantly corresponding to the sector Utilities in the "Total corporate industry loan exposure" on page 10
- 73 Predominantly corresponding to the sector Automotives in the "Total corporate industry loan exposure" on page 10
- 74 Predominantly corresponding to the sector Steel, Metals and Mining in the "Total corporate industry loan exposure" on page 10
- 75 Predominantly corresponding to the sector Steel, Metals and Mining in the "Total corporate industry loan exposure" on page 10
- 76 Predominantly corresponding to the sector Construction in the "Total corporate industry loan exposure" on page 10
- 77 Predominantly corresponding to the sector Transportation which did not make it to the top ten sectoral ranking in the "Total corporate industry loan exposure" on page 10
- 78 Predominantly corresponding to the sector Transportation which did not make it to the top ten sectoral ranking in the "Total corporate industry loan exposure" on page 10