



Supervisory Board - Matrix of skills

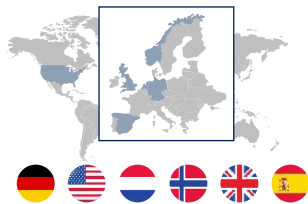
As of January 13, 2024

Deutsche Bank

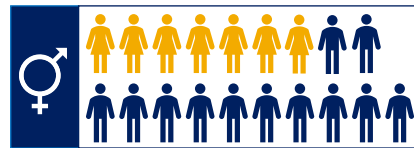


A well diversified board

Our Supervisory Board is international in structure. 36% of the members are female.



International Diversity

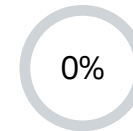


Gender Diversity

All members are independent and not "overboarded".



All shareholder representatives are independent¹

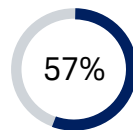


No member is „overboarded“²

Members contribute extensive professional competence and international expertise.

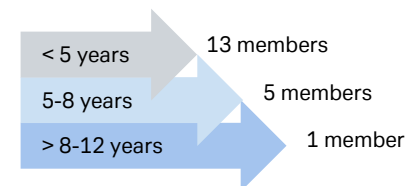


Various educational backgrounds³



Of our members have international experience⁴

Good balance of different tenures with majority less than 5 years of tenure.



Mix of tenures

*Footnotes & Glossary on p.4

Our Supervisory Board is internationally experienced and consists of members with different backgrounds



	Alex Wynaendts	Susanne Bleidt	Mayree Clark	Jan Duscheck	Manja Eifert	Claudia Fieber	Sigmar Gabriel	Timo Heider	Frank Schulze	Gerlinde Siebert	Yngve Slyngstad	Stephan Szukalski	John Thain	Jürgen Tögel	Michele Trogni	Dr. Dagmar Valcárcel	Dr. Theodor Weimer	Prof. Dr. Norbert Winkeljohann	Frank Witter
Year of Birth	1960	1967	1957	1984	1971	1966	1959	1975	1968	1967	1962	1967	1955	1968	1965	1966	1959	1957	1959
Member since	2022	2023	2018	2017	2022	2023	2020	2013	2023	2023	2022	2023	2018	2023	2018	2019	2020	2018	2021
Term expires	2026	2028	2027	2028	2028	2028	2025	2028	2028	2028	2026	2028	2027	2028	2027	2025	2025	2027	2025
Independent ¹	✓	ER	✓	ER	ER	ER	✓	ER	ER	ER	✓	ER	✓	ER	✓	✓	✓	✓	✓
No Overboarding ²	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Regional Expertise ⁵	Germany	✓		✓	✓	✓	✓	✓	✓	✓		✓		✓		✓	✓	✓	✓
	Europe	✓		✓			✓			✓	✓		✓		✓	✓	✓	✓	✓
	Americas	✓		✓			✓			✓			✓		✓	✓		✓	✓
	APAC	✓		✓			✓			✓	✓		✓		✓	✓		✓	✓

ER = Employee representative

*Footnotes & Glossary on p.4

A well-qualified board with diverse professional competencies and in-depth customer expertise



		Alex Wynaendts	Susanne Bleidt	Mayree Clark	Jan Duscheck	Manja Eifert	Claudia Fieber	Sigmar Gabriel	Timo Heider	Frank Schulze	Gerinde Siebert	Yngve Slyngstad	Stephan Szukalski	John Thain	Jürgen Tögel	Michele Trogni	Dr. Dagmar Valcárcel	Dr. Theodor Weimer	Prof. Dr. Norbert Winkeljohann	Frank Witter
Professional Expertise	General fields of expertise	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Accounting and reporting, incl. sustainability reporting	✓	✓	✓							✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Audit Committee Financial Experts ⁶	◆															◆	◆	◆	◆
	Expertise in the area of accounting ⁷	◆															◆	◆	◆	◆
	Expertise in the area of auditing ⁷	◆															◆	◆	◆	◆
	Regulatory framework and Legal requirements	✓		✓				✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓
	Human Capital, Compensation and Corporate Culture	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Compensation Control Committee Compensation Experts ⁸	◆															◆		◆	
	Risk Management	✓		✓	✓		✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓
	Information Technology, Data and Digitalization	✓	✓	✓	✓					✓	✓	✓		✓		✓		✓		
Client/business Expertise	Strategy, Transformation and ESG	✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Organisational structure and control of a financial institution	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Private Banking and Wealth Management	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Corporate Banking	✓				✓	✓			✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
	Investment Banking	✓		✓							✓	✓		✓		✓	✓	✓		✓
	Asset Management	✓		✓								✓		✓			✓	✓		

*Footnotes & Glossary on p.4

- ✓ Profound and professional knowledge / expert
- ◆ Regulatory required experts / expertise



Glossary and footnotes

- 1 Definition of independence: A Supervisory Board member is independent when there are no personal or business relations with Deutsche Bank or its Management Board that may cause a substantial and not merely temporary conflict of interest. Back in 2017, the Supervisory Board issued guidelines for the consistent assessment of the independence of its members, and these also take into account the regulatory requirements on independence.
- 2 Definition of no overboarding: All Supervisory Board members hold an admissible number of board directorships in various companies in addition to Deutsche Bank AG. Overboarding, i.e., holding an inadmissible number of board directorships in different companies, is determined on the basis of the statutory regulation in Section 25d (3) of the German Banking Act (KWG). A Supervisory Board member may concurrently be a member of the supervisory body of a maximum of five companies (including Deutsche Bank AG). If a Supervisory Board member is also an executive director of a company, this Supervisory Board member may concurrently be a member of the supervisory body of a maximum of three companies (including Deutsche Bank AG). The decisive factors for determining if this is the case are the supervisory authority's regulatory requirements in consideration of the local laws. Compliance with this statutory regulation is continually monitored by the regulatory authorities. In the event of directorship overboarding, the supervisory authorities may require that Deutsche Bank AG revoke a Supervisory Board member's appointment and prohibit this Supervisory Board member from performing his or her work.
- 3 Educational backgrounds: Only a selection is presented. All educational backgrounds can be found in the members' CVs.
- 4 International experience: describes whether members have worked professionally outside Germany.
- 5 Regional expertise: professional activity in region or professional experience with clients from the region.
- 6 Audit Committee Financial Experts as such term is defined by the implementation rules of the U.S. Securities and Exchange Commission issued pursuant to Section 407 of the Sarbanes-Oxley Act of 2002.
- 7 Expertise in accordance with Sections 107 (4) and 100 (5) of the Stock Corporation Act (AktG) and Section 25d (9) of the German Banking Act (KWG).
- 8 Compensation Control Committee Compensation Expert pursuant to Section 25d (12) of the German Banking Act (KWG).