Deutsche Bank
Aktiengesellschaft

Sustainability and remuneration

10 March 2021

The consideration of sustainability and sustainability risks is an integral part of the performance-based determination of variable compensation at Deutsche Bank Group, both for employees and the Management Board. Where appropriate, we have set sustainability-related targets which include financial and nonfinancial targets such as sustainable financing and investment volumes as well as culture and conduct. Furthermore, we expect all employees of Deutsche Bank AG to adhere to the sustainability principles stipulated in our code of conduct, which aim to generate sustainable value for our clients, employees, investors and society at a large. The code of conduct is embedded in our governance, policies, processes, and control systems.