



Annual General Meeting 2022

Notice regarding the remuneration report
under Item 6 of the Agenda



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In advance of the General Meeting, we got questions about the remuneration report of Management Board under Item 6 of the Agenda:

Our shareholders approved the compensation system for Deutsche Bank's Management Board at last year's General Meeting with a majority of more than 97 percent. The Supervisory Board regularly reviews whether the compensation for the Management Board is appropriate by comparing three groups: global banks, European banks with a global business model and DAX-listed companies. The fact that the base salary of Deutsche Bank's Management Board members accounts for a relatively high proportion of total compensation is attributed to European banking requirements, which stipulate that the variable compensation component at banks in the EU may not be more than twice the fixed salary. Variable compensation paid to Deutsche Bank's Management Board members is fully deferred, with a deferral period of up to seven years.

